

MISSOURI DEPARTMENT OF ECONOMIC DEVELOPMENT

DIVISION OF WORKFORCE DEVELOPMENT

PROGRAMS AND ACTIVITIES DATA ANALYSIS REPORT

(PROGRAM YEAR 2014)



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Executive Summary

Program Year 2014 demonstrated great accomplishments. Missouri employers created 44,700 jobs in 2014, the highest annual job growth total in 17 years. This year's annual report showcases the programs Missouri successfully administers to create opportunities for Missourians entering employment and businesses connecting with the highly skilled workforce they need. In the future the sector strategies initiative will be implemented as a best practice.

Momentum for job growth in Missouri's 14 regions advanced with innovative programs including Certified Work Ready Communities (CWRC), Summer Jobs for Youth, the Next Generation Career Center Model and Show-Me Heroes to name a few. The accomplishments of the State are a result of the collaboration between the Missouri Workforce Development Board, Missouri Division of Workforce Development (DWD) and the local workforce development boards.

Missouri has 31 full-service job centers serving 184,055 Missourians in PY14. More than 1,400 adults acquired education or attained credentials advancing their skills for employment. Throughout the year, 57.7% entered employment with a retention rate of 80.07%. The Missouri PY14 WIA Annual Report showcases the accomplishments resulting from DWD's programs and career tools. Continual improvement is a part of the development process of DWD programs and tools for employers and jobseekers alike. Missourians provide a diverse talent pipeline that contributes to the expansion of business and ultimately to the growth of Missouri's economy.

The following narrative provides a response from the State of Missouri to requirements established by the U.S. Department of Labor - Employment and Training (DOLETA) to provide an Annual Report on the activities funded and implemented by the Workforce Investment Act (WIA), Public Law 105-220 for Program Year 2014 (July 1, 2014 through June 30, 2015). As such, this Annual Report is prepared with the content and format of the minimum required elements for staff within the Performance Unit of DOLETA. While this information is available to the public on jobs.mo.gov, it is primarily intended for reference by the Performance Unit staff of DOLETA to fulfill requirements of TEGL 07-15 issued November 4, 2015.



Missouri stands proud of the accomplishments our workforce professionals have achieved across the state. We are working with businesses to ensure they have the talent they need to thrive and Missourians have access to meaningful employment for vibrant lives.



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OVERVIEW

The statewide compliance review report is being conducted pursuant to 29 CFR Part 37 and Federal Regulatory Requirement Methods of Administration (MOA), Element #7 entitled “Monitor Recipients for Compliance”. The review period for this report runs through the program year 2014, (July 1, 2014 to June 30, 2015).

The report covers the entire fourteen (14) workforce regions (Workforce Development Boards) as it has been categorized in the State of Missouri, Division of Workforce Development (DWD). The review aim at monitoring the performance and the evaluation of Missouri DWD programs and activities to detect areas of potential discrimination, to identify any difference in treatment accorded applicants, whether intentional or unintentional, and make recommendations for corrective actions. In accordance of this, Division of workforce and Development is currently working together with the Department of Labor, Civil Right Center, to ensure the Missouri State and the Local Workforce Investment Boards (LWIBs) are in compliance with the nondiscrimination and equal opportunity regulations requirements in 29 CFR Part 37/38.

PERFORMING EQUAL OPPORTUNITY DATA ANALYSIS

Federal, State and Local Recipients are required to conduct a quantifiable analysis of records and data by race/ethnicity, sex, age and disability. After conducting the analyses, detected significant differences in participation in programs and services must be investigated or looked into.

Quantitative data analysis seeks, in the end, to determine if adverse impact or possible discrimination conducts actually exist among any demographic group. Two required quantifiable methods were applied on the programs data to *practically* and *statistically* analyze evidence of adverse impact; 80% Rule (four-fifths) and the Two Standard Deviation Analysis Test.

CENTRAL REGION

The Central Region Workforce Investment Board, Inc. (CWIB), with Division of Workforce Development (DWD), operates five full service American Job Centers in the region of namely; Columbia Job Center & Mexico Satellite Office, Jefferson City Job Center, Lebanon Job Center & St. Robert Satellite Office, Linn Creek Job Center and Rolla Job Center & Potosi Satellite Office.

CWIB subcontracts program and staffing services for Adult and Dislocated Worker programs with Gamm, Inc. in the northern and western part of the region (Columbia, Mexico, Jefferson City, Lebanon, St. Robert and Linn Creek), and Central Ozark Private Industry Council, Inc. (COPIC) in the south eastern part of the region. Youth services for the entire region are subcontracted with Preferred Family Healthcare (Preferred Employment Services division).

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

The region followed all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain Civilian Labor Force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

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Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular equal opportunity demographic group.

Step 5: Investigate significant differences.

The region in their report spell out steps including meetings held to engage in discussions and investigate possible reasons for any significant differences.

Step 6: Justify or take mitigating actions

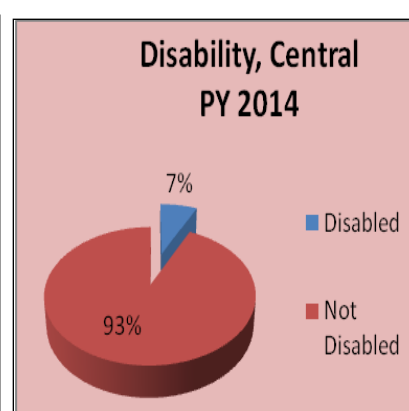
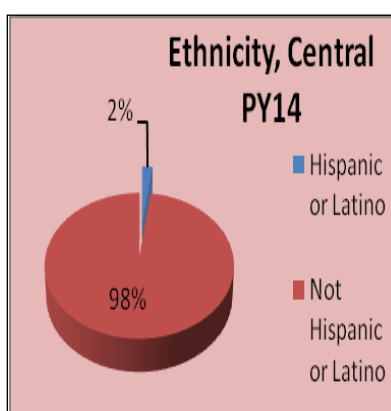
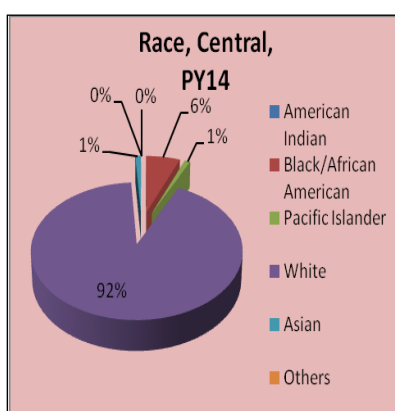
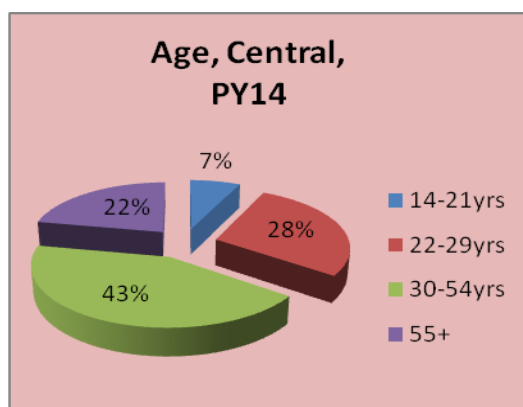
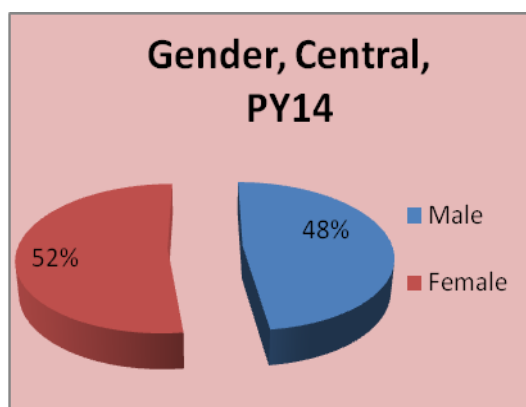
The region clearly outlined their strategies which served as their mitigation action framework. Implementing them is a way of reaching out to the group they experience much adverse impact.

Step 7: Follow – Up

The region put together various strategies serving as of Follow up plans. These are captured as part of their outreach plans.

CIVILIAN LABOR FORCE ANALYSIS

Analysis below gives the region's civilian labor force covered under the program year 2014. The region's report showed that there was an increased in the local CLF from 254,723 in 2013 to 258,493 in the PY 2014. However, the percentage distribution within each demographic remained slightly the same.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic

excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic groups for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	CLF	Percent of CLF	Percent of Total Exited	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	258,493	100%	100%	11,269	6,198	1,972	100.00%	55.00%		17.50%	
Male	123,721	47.86%	53.76%	6,058	3,203	982	53.76%	52.87%	91.96%	16.21%	85.29%
Female	134,772	52.14%	46.18%	5,204	2,992	989	46.18%	57.49%	Best	19.00%	Best
All Age	258,497	100%	100%	11,269	6,198	1,972	100.00%	55.00%		17.50%	
14-21	19,167	7.41%	9.18%	1,034	590	194	9.18%	57.06%	95.01%	18.76%	96.27%
22-29	72,490	28.04%	21.22%	2,391	1,436	466	21.22%	60.06%	Best	19.49%	Best
30-54	110,813	42.87%	54.92%	6,189	3,426	1,108	54.92%	55.36%	92.17%	17.90%	91.86%
55+	56,027	21.67%	14.69%	1,655	746	204	14.69%	45.08%	75.05%	12.33%	63.24%
All Race	258,492	100%	100%	11,269	6,198	1,972	100.00%	55.00%		17.50%	
American Indian	1,333	0.52%	0.99%	112	62	19	0.99%	Insuf Data	N/A	Insuf Data	N/A
Asian	3,527	1.36%	0.71%	80	31	11	0.71%	Insuf Data	N/A	Insuf Data	N/A
Black	15,540	6.01%	13.11%	1,477	870	288	13.11%	58.90%	Best	19.50%	Best
Pacific Islander	243	0.09%	0.27%	30	16	5	0.27%	Insuf Data	N/A	Insuf Data	N/A
White	234,892	90.87%	79.52%	8,961	4,889	1,539	79.52%	54.56%	92.62%	17.17%	88.08%
All Hispanic	258,499	100%	100%	11,269	6,198	1,972	100.00%	55.00%		17.50%	
Hispanic	6,028	2.33%	2.91%	328	171	60	2.91%	52.13%	94.67%	18.29%	Best
n/a	252,471	97.67%	96.84%	10,913	6,010	1,908	96.84%	55.07%	Best	17.48%	95.58%
All Disability	284,938	100%	100%	11,269	6,198	1,972	100.00%	55.00%		17.50%	
Disabled	19,556	6.86%	6.52%	735	286	66	6.52%	38.91%	68.64%	8.98%	49.14%
Not Disabled	265,382	93.14%	90.71%	10,222	5,795	1,868	90.71%	56.69%	Best	18.27%	Best

80% Rule Analysis Output:

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WIA/WIOA Adult PY14	CLF	Percent of CLF	Percent of Total Exited	Total Exited	Employed 1st quarter after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	258,493	100%	100%	11,269	6,198	1,972	100.00%	0.5500				0.1750			
Male	123,721	47.86%	53.76%	6,058	3,203	982	53.76%	0.5287	4.62%	0.9039%	5.11	0.1621	2.79%	0.6904%	4.05
Female	134,772	52.14%	46.18%	5,204	2,992	989	46.18%	0.5749	0.00%	0.9403%	0.00	0.1900	0.00%	0.7181%	0.00
All Age	258,497	100%	100%	11,269	6,198	1,972	100.00%	0.5500				0.1750			
14-21	19,167	7.41%	9.18%	1,034	590	194	9.18%	0.5706	3.00%	1.6714%	1.79	0.1876	0.73%	1.2765%	0.57
22-29	72,490	28.04%	21.22%	2,391	1,436	466	21.22%	0.6006	0.00%	1.1979%	0.00	0.1949	0.00%	0.9149%	0.00
30-54	110,813	42.87%	54.92%	6,189	3,426	1,108	54.92%	0.5536	4.70%	0.8943%	5.26	0.1790	1.59%	0.6830%	2.32
55+	56,027	21.67%	14.69%	1,655	746	204	14.69%	0.4508	14.98%	1.3767%	10.88	0.1233	7.16%	1.0515%	6.81
All Race	258,492	100%	100%	11,269	6,198	1,972	100.00%	0.5500				0.1750			
American Indian	1,333	0.52%	0.99%	112	62	19	0.99%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	3,527	1.36%	0.71%	80	31	11	0.71%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	15,540	6.01%	13.11%	1,477	870	288	13.11%	0.5890	0.00%	1.3971%	0.00	0.1950	0.00%	1.0670%	0.00
Pacific Islander	243	0.09%	0.27%	30	16	5	0.27%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	234,892	90.87%	79.52%	8,961	4,889	1,539	79.52%	0.5456	4.34%	0.7432%	5.85	0.1717	2.32%	0.5676%	4.10
All Hispanic	258,499	100%	100%	11,269	6,198	1,972	100.00%	0.5500				0.1750			
Hispanic	6,028	2.33%	2.91%	328	171	60	2.91%	0.5213	2.94%	2.7879%	1.05	0.1829	0.00%	2.1293%	0.00
n/a	252,471	97.67%	96.84%	10,913	6,010	1,908	96.84%	0.5507	0.00%	0.6735%	0.00	0.1748	0.81%	0.5144%	1.57
All Disability	284,938	100%	100%	11,269	6,198	1,972	100.00%	0.5500				0.1750			
Disabled	19,556	6.86%	6.52%	735	286	66	6.52%	0.3891	17.78%	1.8999%	9.36	0.0898	9.29%	1.4510%	6.41
Not Disabled	265,382	93.14%	90.71%	10,222	5,795	1,868	90.71%	0.5669	0.00%	0.6959%	0.00	0.1827	0.00%	0.5315%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA DISLOCATED WORKER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Dislocated Worker Program.

WIA/WIOA DW PY14 (Support Service by Service Level)	CLF	Percent of CLF	Percent of Total Exited Intensive & Training	Total Exited Intensive & Training	Intensive Received Support Svc	Training Received Support Svc	% of Total Participants	Intensive Received Support Svc Rate	Adverse Impact	Training Received Support Svc Rate	Adverse Impact
All Gender	258,493	100%	100%	285	29	131	100.00%	10.18%		45.96%	
Male	123,721	47.86%	59.30%	169	13	72	59.30%	7.69%	55.77%	42.60%	83.76%
Female	134,772	52.14%	40.70%	116	16	59	40.70%	13.79%	Best	50.86%	Best
All Age	258,497	100%	100%	285	29	131	100.00%	10.18%		45.96%	
14-21	19,167	7.41%	4.56%	13		9	4.56%	0.00%	0.00%	69.23%	Best
22-29	72,490	28.04%	19.30%	55	5	33	19.30%	9.09%	69.70%	60.00%	86.67%
30-54	110,813	42.87%	68.07%	194	21	83	68.07%	10.82%	82.99%	42.78%	61.80%
55+	56,027	21.67%	8.07%	23	3	6	8.07%	13.04%	Best	26.09%	37.68%
All Race	258,492	100%	100%	285	29	131	100.00%	10.18%		45.96%	
American Indian	1,333	0.52%	2.11%	6	2	2	2.11%	33.33%	Best	33.33%	71.88%
Asian	3,527	1.36%	1.75%	5		3	1.75%	Insuf Data	N/A	Insuf Data	N/A
Black	15,540	6.01%	6.67%	19	2	8	6.67%	10.53%	31.58%	42.11%	90.80%
Pacific Islander	243	0.09%	0.00%				0.00%	Insuf Data	N/A	Insuf Data	N/A
White	234,892	90.87%	87.02%	248	24	115	87.02%	9.68%	29.03%	46.37%	Best
All Hispanic	258,499	100%	100%	285	29	131	100.00%	10.18%		45.96%	
Hispanic	6,028	2.33%	3.16%	9	1	3	3.16%	11.11%	Best	33.33%	71.35%
n/a	252,471	97.67%	96.14%	274	28	128	96.14%	10.22%	91.97%	46.72%	Best
All Disability	284,938	100%	100%	285	29	131	100.00%	10.18%		45.96%	
Disabled	19,556	6.86%	4.91%	14	1	6	4.91%	7.14%	67.86%	42.86%	94.21%
Not Disabled	265,382	93.14%	93.33%	266	28	121	93.33%	10.53%	Best	45.49%	Best

80% Rule Analysis Output:

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WIA/WIOA DW PY14 (Support Services by Service Level)	CLF	Percent of CLF	Percent of Total Exited Intensive & Training	Total Exited Intensive & Training	Intensive Received Support Service	Training Received Support Service	% of Total Participants	Intensive Received Support Service Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Training Received Support Service Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	258,493	100%	100%	285	29	131	100.00%	0.1018				0.4596			
Male	123,721	47.86%	59.30%	169	13	72	59.30%	0.0769	6.10%	3.2889%	1.85	0.4260	8.26%	5.4215%	1.52
Female	134,772	52.14%	40.70%	116	16	59	40.70%	0.1379	0.00%	3.6452%	0.00	0.5086	0.00%	6.0090%	0.00
All Age	258,497	100%	100%	285	29	131	100.00%	0.1018				0.4596			
14-21	19,167	7.41%	4.56%	13		9	4.56%	0.0000	N/A	N/A	N/A	0.6923	0.00%	14.2779%	0.00
22-29	72,490	28.04%	19.30%	55	5	33	19.30%	0.0909	3.95%	4.6184%	0.86	0.6000	9.23%	7.6132%	1.21
30-54	110,813	42.87%	68.07%	194	21	83	68.07%	0.1082	2.22%	3.0696%	0.72	0.4278	26.45%	5.0602%	5.23
55+	56,027	21.67%	8.07%	23	3	6	8.07%	0.1304	0.00%	6.6671%	0.00	0.2609	43.14%	10.9905%	3.93
All Race	258,492	100%	100%	285	29	131	100.00%	0.1018				0.4596			
American Indian	1,333	0.52%	2.11%	6	2	2	2.11%	0.3333	0.00%	12.4908%	0.00	0.3333	13.04%	20.5905%	0.63
Asian	3,527	1.36%	1.75%	5		3	1.75%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	15,540	6.01%	6.67%	19	2	8	6.67%	0.1053	22.81%	7.1966%	3.17	0.4211	4.27%	11.8633%	0.36
Pacific Islander	243	0.09%	0.00%				0.00%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	234,892	90.87%	87.02%	248	24	115	87.02%	0.0968	23.66%	2.7150%	8.71	0.4637	0.00%	4.4755%	0.00
All Hispanic	258,499	100%	100%	285	29	131	100.00%	0.1018				0.4596			
Hispanic	6,028	2.33%	3.16%	9	1	3	3.16%	0.1111	0.00%	10.2417%	0.00	0.3333	13.38%	16.8829%	0.79
n/a	252,471	97.67%	96.14%	274	28	128	96.14%	0.1022	0.89%	2.5829%	0.35	0.4672	0.00%	4.2579%	0.00
All Disability	284,938	100%	100%	285	29	131	100.00%	0.1018				0.4596			
Disabled	19,556	6.86%	4.91%	14	1	6	4.91%	0.0714	3.38%	8.2899%	0.41	0.4286	2.63%	13.6655%	0.19
Not Disabled	265,382	93.14%	93.33%	266	28	121	93.33%	0.1053	0.00%	2.6215%	0.00	0.4549	0.00%	4.3214%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Youth Services Program.

WIA Youth Services PY14	CLF	Percent of CLF	Percent of Total Exited	Total Exited	Received Assessment Test	Received Supportive Services	% of Total Participants	Received Assessment Test	Adverse Impact	Received Supportive Services	Adverse Impact
All Gender	258,493	100%	100%	138	75	70	100.00%	54.35%		50.72%	
Male	123,721	47.86%	47.10%	65	27	28	47.10%	41.54%	63.17%	43.08%	74.87%
Female	134,772	52.14%	52.90%	73	48	42	52.90%	65.75%	Best	57.53%	Best
All Age	34,576	100%	100%	138	75	70	100.00%	54.35%		50.72%	
14-18	17,127	49.53%	53.62%	74	22	30	53.62%	29.73%	35.90%	40.54%	64.86%
19-21	17,449	50.47%	46.38%	64	53	40	46.38%	82.81%	Best	62.50%	Best
All Race	258,492	100%	100%	138	75	70	100.00%	54.35%		50.72%	
American Indian	1,333	0.52%	0.00%				0.00%	Insuf Data	N/A	Insuf Data	N/A
Asian	3,527	1.36%	0.00%				0.00%	Insuf Data	N/A	Insuf Data	N/A
Black	15,540	6.01%	17.39%	24	6	12	17.39%	25.00%	40.91%	50.00%	98.18%
Pacific Islander	243	0.09%	0.00%				0.00%	Insuf Data	N/A	Insuf Data	N/A
White	234,892	90.87%	78.26%	108	66	55	78.26%	61.11%	Best	50.93%	Best
All Hispanic	258,499	100%	100%	138	75	70	100.00%	54.35%		50.72%	
Hispanic	6,028	2.33%	1.45%	2	2	1	1.45%	Insuf Data	N/A	Insuf Data	N/A
n/a	252,471	97.67%	2.17%	3	1	2	2.17%	33.33%	Best	66.67%	Best
All Disability	284,938	100%	100%	138	75	70	100.00%	54.35%		50.72%	
Disabled	19,556	6.86%	15.22%	21	4	8	15.22%	19.05%	31.39%	38.10%	71.89%
Not Disabled	265,382	93.14%	84.78%	117	71	62	84.78%	60.68%	Best	52.99%	Best

80% Rule Analysis Output:

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Youth Services PY14	CLF	Percent of CLF	Percent of Total Exited	Total Exited	Received Assessment Test	Received Supportive Services	% of Total Participants	Rec'd Assessment Test Rate	Difference in Rates of Assessment Test	Standard Deviation	Number of Standard Deviations	Rec'd Supportive Services Rate	Difference in Rates of Supportive Services	Standard Deviation	Number of Standard Deviations
All Gender	258,493	100%	100%	138	75	70	100.00%	0.5435				0.5072			
Male	123,721	47.86%	47.10%	65	27	28	47.10%	0.4154	24.21%	8.4946%	2.85	0.4308	14.46%	8.5260%	1.70
Female	134,772	52.14%	52.90%	73	48	42	52.90%	0.6575	0.00%	8.2447%	0.00	0.5753	0.00%	8.2752%	0.00
All Age	34,576	100%	100%	138	75	70	100.00%	0.5435				0.5072			
14-18	17,127	49.53%	53.62%	74	22	30	53.62%	0.2973	53.08%	8.1888%	6.48	0.4054	21.96%	8.2191%	2.67
19-21	17,449	50.47%	46.38%	64	53	40	46.38%	0.8281	0.00%	8.5027%	0.00	0.6250	0.00%	8.5341%	0.00
All Race	258,492	100%	100%	138	75	70	100.00%	0.5435				0.5072			
American Indian	1,333	0.52%	0.00%				0.00%	Insuf Data	NA	NA	NA	Insuf Data	NA	NA	NA
Asian	3,527	1.36%	0.00%				0.00%	Insuf Data	NA	NA	NA	Insuf Data	NA	NA	NA
Black	15,540	6.01%	17.39%	24	6	12	17.39%	0.2500	36.11%	11.2406%	3.21	0.5000	0.93%	11.2822%	0.08
Pacific Islander	243	0.09%	0.00%				0.00%	Insuf Data	NA	NA	NA	Insuf Data	NA	NA	NA
White	234,892	90.87%	78.26%	108	66	55	78.26%	0.6111	0.00%	6.7784%	0.00	0.5093	0.00%	6.8034%	0.00
All Hispanic	258,499	100%	100%	138	75	70	100.00%	0.5435				0.5072			
Hispanic	6,028	2.33%	1.45%	2	2	1	1.45%	Insuf Data	NA	NA	NA	Insuf Data	NA	NA	NA
n/a	252,471	97.67%	2.17%	3	1	2	2.17%	0.3333	0.00%	40.6702%	0.00	0.6667	0.00%	40.8205%	0.00
All Disability	284,938	100%	100%	138	75	70	100.00%	0.5435				0.5072			
Disabled	19,556	6.86%	15.22%	21	4	8	15.22%	0.1905	41.64%	11.8048%	3.53	0.3810	14.90%	11.8484%	1.26
Not Disabled	265,382	93.14%	84.78%	117	71	62	84.78%	0.6068	0.00%	6.5124%	0.00	0.5299	0.00%	6.5365%	0.00

Two Standard Deviation Test Analysis Output:

Wagner - Peyser PY14	Civilian Labor Force (CLF)	Percent of CLF	Percent of Total Exited	Total Exited	Employed 1st qtr after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st qtr Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	258,493	100%	100%	13,295	7,263	2,371	100.00%	54.63%		17.83%	
Male	123,721	47.86%	54.95%	7,305	3,817	1,202	54.95%	52.25%	90.83%	16.45%	84.31%
Female	134,772	52.14%	45.05%	5,990	3,446	1,169	45.05%	57.53%	Best	19.52%	Best
All Age	258,497	100%	100%	13,295	7,263	2,371	100.00%	54.63%		17.83%	
14-21	19,167	7.41%	9.72%	1,292	706	252	9.72%	54.64%	90.99%	19.50%	98.01%
22-29	72,490	28.04%	21.13%	2,809	1,687	559	21.13%	60.06%	Best	19.90%	Best
30-54	110,813	42.87%	54.89%	7,297	4,028	1,322	54.89%	55.20%	91.91%	18.12%	91.04%
55+	56,027	21.67%	14.27%	1,897	842	238	14.27%	44.39%	73.91%	12.55%	63.04%
All Race	258,492	100%	100%	13,295	7,263	2,371	100.00%	54.63%		17.83%	
American Indian	1,333	0.52%	0.94%	125	70	22	0.94%	Insuf Data	N/A	Insuf Data	N/A
Asian	3,527	1.36%	0.67%	89	37	9	0.67%	Insuf Data	N/A	Insuf Data	N/A
Black	15,540	6.01%	14.19%	1,887	1,105	386	14.19%	58.56%	Best	20.46%	Best
Pacific Islander	243	0.09%	0.28%	37	19	7	0.28%	Insuf Data	N/A	Insuf Data	N/A
White	234,892	90.87%	77.58%	10,314	5,593	1,798	77.58%	54.23%	92.60%	17.43%	85.22%
All Hispanic	258,499	100%	100%	13,295	7,263	2,371	100.00%	54.63%		17.83%	
Hispanic	6,028	2.33%	2.81%	374	197	66	2.81%	52.67%	96.43%	17.65%	99.33%
n/a	252,471	97.67%	94.28%	12,535	6,847	2,227	94.28%	54.62%	Best	17.77%	Best
All Disability	284,938	100%	100%	13,295	7,263	2,371	100.00%	54.63%		17.83%	
Disabled	19,556	6.86%	3.06%	407	155	39	3.06%	38.08%	69.05%	9.58%	52.96%
Not Disabled	265,382	93.14%	96.94%	12,888	7,108	2,332	96.94%	55.15%	Best	18.09%	Best

80% Rule Analysis Output:

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Wagner-Peyser PY14	Civilian Labor Force	Percent of CLF	Percent of Total Exited	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	258,493	100%	100%	13,295	7,263	2,371	100.00%	0.5463				0.1783			
Male	123,721	47.86%	54.95%	7,305	3,817	1,202	54.95%	0.5225	5.28%	0.8238%	6.41	0.1645	3.06%	0.6334%	4.83
Female	134,772	52.14%	45.05%	5,990	3,446	1,169	45.05%	0.5753	0.00%	0.8678%	0.00	0.1952	0.00%	0.6673%	0.00
All Age	258,497	100%	100%	13,295	7,263	2,371	100.00%	0.5463				0.1783			
14-21	19,167	7.41%	9.72%	1,292	706	252	9.72%	0.5464	5.41%	1.5027%	3.60	0.1950	0.40%	1.1554%	0.34
22-29	72,490	28.04%	21.13%	2,809	1,687	559	21.13%	0.6006	0.00%	1.1055%	0.00	0.1990	0.00%	0.8500%	0.00
30-54	110,813	42.87%	54.89%	7,297	4,028	1,322	54.89%	0.5520	4.86%	0.8242%	5.89	0.1812	1.78%	0.6337%	2.81
55+	56,027	21.67%	14.27%	1,897	842	238	14.27%	0.4439	15.67%	1.2831%	12.21	0.1255	7.35%	0.9865%	7.45
All Race	258,492	100%	100%	13,295	7,263	2,371	100.00%	0.5463				0.1783			
American Indian	1,333	0.52%	0.94%	125	70	22	0.94%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	3,527	1.36%	0.67%	89	37	9	0.67%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	15,540	6.01%	14.19%	1,887	1,105	386	14.19%	0.5856	0.00%	1.2465%	0.00	0.2046	0.00%	0.9584%	0.00
Pacific Islander	243	0.09%	0.28%	37	19	7	0.28%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	234,892	90.87%	77.58%	10,314	5,593	1,798	77.58%	0.5423	4.33%	0.6933%	6.25	0.1743	3.02%	0.5331%	5.67
All Hispanic	258,499	100%	100%	13,295	7,263	2,371	100.00%	0.5463				0.1783			
Hispanic	6,028	2.33%	2.81%	374	197	66	2.81%	0.5267	1.95%	2.6125%	0.75	0.1765	0.12%	2.0087%	0.06
n/a	252,471	97.67%	94.28%	12,535	6,847	2,227	94.28%	0.5462	0.00%	0.6289%	0.00	0.1777	0.00%	0.4835%	0.00
All Disability	284,938	100%	100%	13,295	7,263	2,371	100.00%	0.5463				0.1783			
Disabled	19,556	6.86%	3.06%	407	155	39	3.06%	0.3808	17.07%	2.5064%	6.81	0.0958	8.51%	1.9272%	4.42
Not Disabled	265,382	93.14%	96.94%	12,888	7,108	2,332	96.94%	0.5515	0.00%	0.6202%	0.00	0.1809	0.00%	0.4769%	0.00

Two Standard Deviation Test Analysis Output:

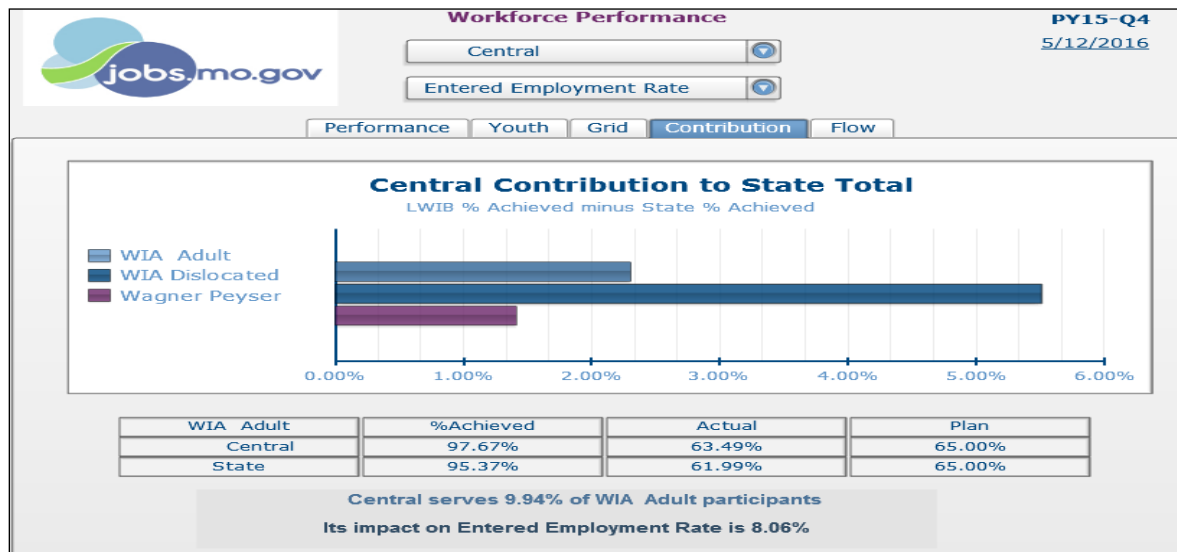
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ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
ALL GENDER	80% RULE	2.0 STD.DEV.	80% RULE	2.0 STD.DEV.	80% RULE	2.0 STD.DEV.	80% RULE	2.0 STD.DEV.	80% RULE	2.0 STD.DEV.	80% RULE	2.0 STD.DEV.	80% RULE	2.0 STD.DEV.
Male														
Female														
ALL AGE														
14 - 21														
22 - 29					X		X		X		X			
30 - 54							X		X		X			
55+	X						X		X					
ALL RACE														
American Indian														
Asian														
Black														
Pacific Islander														
White					X									
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability														
Non-Disability					X				X					

Snapshot showing Central Region Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
Central	101.25%	66.83%	66.00%
State	99.90%	64.94%	65.00%

Central serves 9.63% of Wagner Peyser participants
Its impact on Entered Employment Rate is 9.44%

WIA Dislocated	%Achieved	Actual	Plan
Central	97.35%	66.20%	68.00%
State	92.03%	64.42%	70.00%

Central serves 8.84% of WIA Dislocated participants
Its impact on Entered Employment Rate is 8.11%

Source: Information are captured from the MoPerforms database system

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REGION'S OUTREACH PLANS

The region provided great targeted outreach strategies that are being implemented as ways of addressing issues in the specific programs concern. Region's report shows itinerary for quarterly events and meetings that will be held for all stakeholders. Below outlined some major outreach plans captured from the region's report:

- Continue partnerships with Independent Living Resource Center and Experience Works.
- Expand workshops implemented in Rolla Job Center to all full service centers in the region as a source of outreach and mitigation.
- Discuss employment and training opportunities for age 55+ with Business Services team, and encourage team to seek out these opportunities.
- Staff take customer service training, functional leaders address customer service skills at weekly staff meetings in the Job Centers.

EAST JACKSON REGION

The Full Employment Council, Inc. (FEC) serves as the One-Stop Operator and Fiscal Agent for the Eastern Jackson County Workforce Investment Board. The Full Employment Council, Inc. (FEC), the business-led, private, nonprofit corporation whose mission is to obtain public and private sector employment for the unemployed and underemployed, which is the American Job Center and Fiscal Agent for the Eastern Jackson County Workforce Investment Area, comprised of townships in Independence, Blue Springs, Grandview, Sugai Creek, Buckner, Lees Summit, and Raytown.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

The region followed all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

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The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required equal Opportunity data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region in their report spell out steps they took to investigate possible reasons for any significant differences.

Step 6: Justify or take mitigating actions

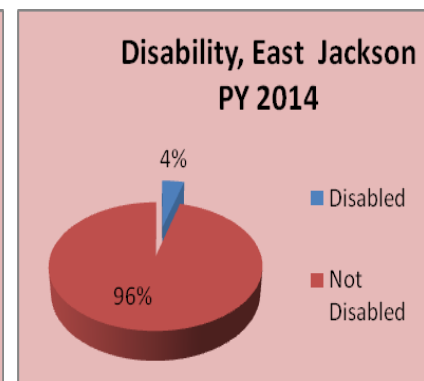
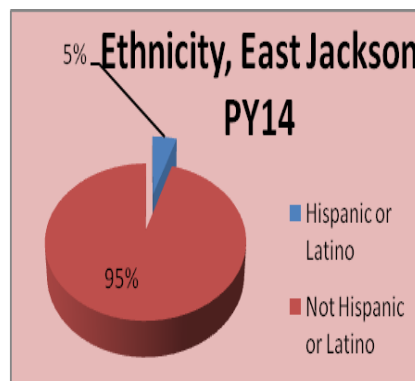
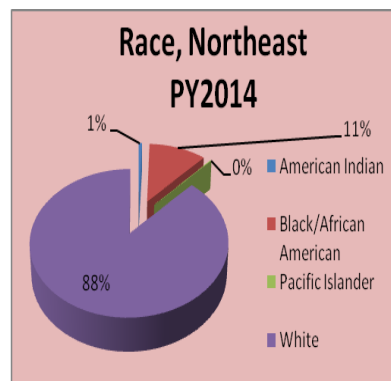
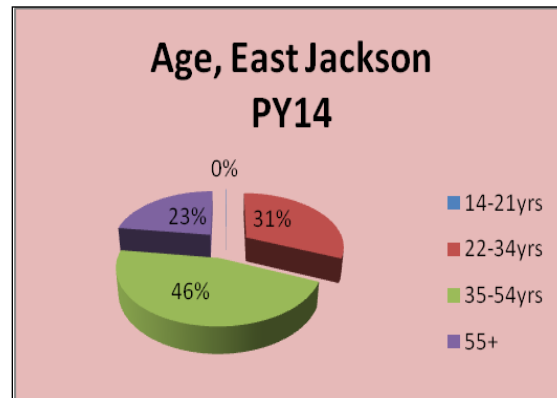
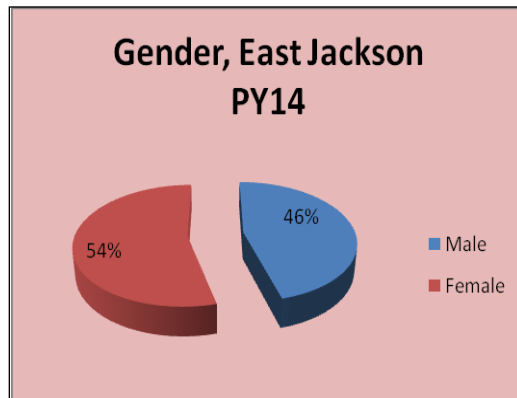
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more targeted outreach to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

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WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st Quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	6,926	3,525	1,247	100.00%	50.90%		18.00%	
Male	3,501	1,793	566	50.55%	51.21%	Best	16.17%	81.26%
Female	3,423	1,731	681	49.42%	50.57%	98.74%	19.89%	Best
All Age	6,926	3,525	1,247	100.00%	50.90%		18.00%	
14-21	520	335	115	7.51%	64.42%	Best	22.12%	Best
22-29	1,336	721	268	19.29%	53.97%	83.77%	20.06%	90.71%
30-54	3,865	1,995	709	55.80%	51.62%	80.12%	18.34%	82.95%
55+	1,204	473	154	17.38%	39.29%	60.98%	12.79%	57.84%
All Race	6,926	3,525	1,247	100.00%	50.90%		18.00%	
American Indian	57	30	11	0.82%	Insuf Data	N/A	Insuf Data	N/A
Asian	50	22	13	0.72%	Insuf Data	N/A	Insuf Data	N/A
Black	1,699	889	348	24.53%	52.32%	99.44%	20.48%	Best
Pacific Islander	51	24	12	0.74%	Insuf Data	N/A	Insuf Data	N/A
White	4,554	2,289	763	65.75%	50.26%	95.52%	16.75%	81.80%
Other	515	271	100	7.44%	52.62%	Best	19.42%	94.80%
All Hispanic	6,926	3,525	1,247	100.00%	50.90%		18.00%	
Hispanic	370	209	70	5.34%	56.49%	Best	18.92%	Best
n/a	11	7	4	0.16%	Insuf Data	N/A	Insuf Data	N/A
All Disability	6,926	3,525	1,247	100.00%	50.90%		18.00%	
Disabled	344	121	48	4.97%	35.17%	67.76%	13.95%	76.30%
Not Disabled	6,463	3,355	1,182	93.32%	51.91%	Best	18.29%	Best

80% Rule Analysis Output:

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	6,926	3,525	1,247	100.00%	0.5090				0.1800			
Male	3,501	1,793	566	50.55%	0.5121	0.00%	1.1949%	0.00	0.1617	3.73%	0.9183%	4.06
Female	3,423	1,731	681	49.42%	0.5057	0.64%	1.2017%	0.54	0.1989	0.00%	0.9236%	0.00
All Age	6,926	3,525	1,247	100.00%	0.5090				0.1800			
14-21	520	335	115	7.51%	0.6442	0.00%	2.3351%	0.00	0.2212	0.00%	1.7947%	0.00
22-29	1,336	721	268	19.29%	0.5397	10.46%	1.5866%	6.59	0.2006	2.06%	1.2194%	1.69
30-54	3,865	1,995	709	55.80%	0.5162	12.81%	1.1372%	11.26	0.1834	3.77%	0.8740%	4.31
55+	1,204	473	154	17.38%	0.3929	25.14%	1.6500%	15.24	0.1279	9.32%	1.2681%	7.35
All Race	6,926	3,525	1,247	100.00%	0.5090				0.1800			
American Indian	57	30	11	0.82%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	50	22	13	0.72%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	1,699	889	348	24.53%	0.5232	0.30%	1.4212%	0.21	0.2048	0.00%	1.0923%	0.00
Pacific Islander	51	24	12	0.74%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,554	2,289	763	65.75%	0.5026	2.36%	1.0477%	2.25	0.1675	3.73%	0.8052%	4.63
Other	515	271	100	7.44%	0.5262	0.00%	2.3241%	0.00	0.1942	1.07%	1.7863%	0.60
All Hispanic	6,926	3,525	1,247	100.00%	0.5090				0.1800			
Hispanic	370	209	70	5.34%	0.5649	0.00%	3.6755%	0.00	0.1892	0.00%	2.8249%	0.00
n/a	11	7	4	0.16%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	6,926	3,525	1,247	100.00%	0.5090				0.1800			
Disabled	344	121	48	4.97%	0.3517	16.74%	2.7662%	6.05	0.1395	4.34%	2.1260%	2.04
Not Disabled	6,463	3,355	1,182	93.32%	0.5191	0.00%	0.8794%	0.00	0.1829	0.00%	0.6759%	0.00

Two Standard Deviation Test Analysis Output:

WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Wagner Peyser Program.

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	7,229	3,701	1,297	100.00%	51.20%		17.94%	
Male	3,648	1,890	592	50.46%	51.81%	Best	16.23%	82.43%
Female	3,581	1,811	705	49.54%	50.57%	97.61%	19.69%	Best
All Age	7,229	3,701	1,297	100.00%	51.20%		17.94%	
14-21	630	377	132	8.71%	59.84%	Best	20.95%	Best
22-29	1,378	758	273	19.06%	55.01%	91.92%	19.81%	94.55%
30-54	3,971	2,056	734	54.93%	51.78%	86.52%	18.48%	88.22%
55+	1,250	510	158	17.29%	40.80%	68.18%	12.64%	60.33%
All Race	7,229	3,701	1,297	100.00%	51.20%		17.94%	
American Indian	55	28	12	0.76%	Insuf Data	N/A	Insuf Data	N/A
Asian	53	25	15	0.73%	Insuf Data	N/A	Insuf Data	N/A
Black	1,762	940	381	24.37%	53.35%	Best	21.62%	Best
Pacific Islander	54	23	12	0.75%	Insuf Data	N/A	Insuf Data	N/A
White	4,737	2,388	770	65.53%	50.41%	94.50%	16.26%	75.17%
All Hispanic	7,229	3,701	1,297	100.00%	51.20%		17.94%	
Hispanic	381	211	66	5.27%	55.38%	Best	17.32%	97.13%
n/a	6,706	3,409	1,196	92.77%	50.84%	91.79%	17.83%	Best
All Disability	7,229	3,701	1,297	100.00%	51.20%		17.94%	
Disabled	179	59	25	2.48%	32.96%	63.80%	13.97%	77.41%
Not Disabled	7,050	3,642	1,272	97.52%	51.66%	Best	18.04%	Best

80% Rule Analysis Output:

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Wagner-Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviation
All Gender	7,229	3,701	1,297	100.00%	0.5120				0.1794			
Male	3,648	1,890	592	50.46%	0.5181	0.00%	1.1704%	0.00	0.1623	3.46%	0.8984%	3.85
Female	3,581	1,811	705	49.54%	0.5057	1.24%	1.1759%	1.05	0.1969	0.00%	0.9026%	0.00
All Age	7,229	3,701	1,297	100.00%	0.5120				0.1794			
14-21	630	377	132	8.71%	0.5984	0.00%	2.1436%	0.00	0.2095	0.00%	1.6455%	0.00
22-29	1,378	758	273	19.06%	0.5501	4.83%	1.5628%	3.09	0.1981	1.14%	1.1996%	0.95
30-54	3,971	2,056	734	54.93%	0.5178	8.07%	1.1218%	7.19	0.1848	2.47%	0.8611%	2.87
55+	1,250	510	158	17.29%	0.4080	19.04%	1.6211%	11.75	0.1264	8.31%	1.2444%	6.68
All Race	7,229	3,701	1,297	100.00%	0.5120				0.1794			
American Indian	55	28	12	0.76%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	53	25	15	0.73%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	1,762	940	381	24.37%	0.5335	0.00%	1.3948%	0.00	0.2162	0.00%	1.0707%	0.00
Pacific Islander	54	23	12	0.75%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,737	2,388	770	65.53%	0.5041	2.94%	1.0271%	2.86	0.1626	5.37%	0.7884%	6.81
All Hispanic	7,229	3,701	1,297	100.00%	0.5120				0.1794			
Hispanic	381	211	66	5.27%	0.5538	0.00%	2.6326%	0.00	0.1732	0.51%	2.0208%	0.25
n/a	6,706	3,409	1,196	92.77%	0.5084	4.55%	0.8632%	5.27	0.1783	0.00%	0.6626%	0.00
All Disability	7,229	3,701	1,297	100.00%	0.5120				0.1794			
Disabled	179	59	25	2.48%	0.3296	18.70%	3.7832%	4.94	0.1397	4.08%	2.9041%	1.40
Not Disabled	7,050	3,642	1,272	97.52%	0.5166	0.00%	0.8419%	0.00	0.1804	0.00%	0.6463%	0.00

Two Standard Deviation Test Analysis Output:

DISLOCATED WORKER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Dislocated Worker Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	4,095	1,968	739	100.00%	48.06%		18.05%	
Male	1,962	951	317	47.91%	48.47%	Best	16.16%	81.59%
Female	2,131	1,016	422	52.04%	47.68%	98.36%	19.80%	Best
All Age	4,095	1,968	739	100.00%	48.06%		18.05%	
14-21	112	72	25	2.74%	64.29%	Best	22.32%	Best
22-29	680	330	131	16.61%	48.53%	75.49%	19.26%	86.31%
30-54	2,419	1,225	460	59.07%	50.64%	78.77%	19.02%	85.19%
55+	883	340	122	21.56%	38.51%	59.90%	13.82%	61.90%
All Race	4,095	1,968	739	100.00%	48.06%		18.05%	
American Indian	24	11	4	0.59%	Insuf Data	N/A	Insuf Data	N/A
Asian	27	14	8	0.66%	Insuf Data	N/A	Insuf Data	N/A
Black	777	388	171	18.97%	49.94%	96.59%	22.01%	Best
Pacific Islander	23	9	3	0.56%	Insuf Data	N/A	Insuf Data	N/A
White	2,979	1,409	497	72.75%	47.30%	91.49%	16.68%	75.81%
Other	265	137	56	6.47%	51.70%	Best	21.13%	96.02%
All Hispanic	4,095	1,968	739	100.00%	48.06%		18.05%	
Hispanic	185	106	35	4.52%	57.30%	Best	18.92%	Best
n/a	11	7	4	0.27%	Insuf Data	N/A	Insuf Data	N/A
All Disability	4,095	1,968	739	100.00%	48.06%		18.05%	
Disabled	152	51	28	3.71%	33.55%	68.68%	18.42%	Best
Not Disabled	3,871	1,891	704	94.53%	48.85%	Best	18.19%	98.73%

80% Rule Analysis Output:

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	4,095	1,968	739	100.00%	0.4806				0.1805			
Male	1,962	951	317	47.91%	0.4847	0.00%	1.5632%	0.00	0.1616	3.65%	1.2033%	3.03
Female	2,131	1,016	422	52.04%	0.4768	0.79%	1.5306%	0.52	0.1980	0.00%	1.1782%	0.00
All Age	4,095	1,968	739	100.00%	0.4806				0.1805			
14-21	112	72	25	2.74%	0.6429	0.00%	4.8290%	0.00	0.2232	0.00%	3.7171%	0.00
22-29	680	330	131	16.61%	0.4853	15.76%	2.1686%	7.27	0.1926	3.06%	1.6692%	1.83
30-54	2,419	1,225	460	59.07%	0.5064	13.64%	1.4366%	9.50	0.1902	3.31%	1.1058%	2.99
55+	883	340	122	21.56%	0.3851	25.78%	1.9644%	13.12	0.1382	8.50%	1.5121%	5.62
All Race	4,095	1,968	739	100.00%	0.4806				0.1805			
American Indian	24	11	4	0.59%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	27	14	8	0.66%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	777	388	171	18.97%	0.4994	1.76%	2.0126%	0.88	0.2201	0.00%	1.5492%	0.00
Pacific Islander	23	9	3	0.56%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	2,979	1,409	497	72.75%	0.4730	4.40%	1.2946%	3.40	0.1668	5.32%	0.9965%	5.34
Other	265	137	56	6.47%	0.5170	0.00%	3.2028%	0.00	0.2113	0.88%	2.4653%	0.36
All Hispanic	4,095	1,968	739	100.00%	0.4806				0.1805			
Hispanic	185	106	35	4.52%	0.5730	0.00%	5.1948%	0.00	0.1892	0.00%	3.9986%	0.00
n/a	11	7	4	0.27%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	4,095	1,968	739	100.00%	0.4806				0.1805			
Disabled	152	51	28	3.71%	0.3355	15.30%	4.1313%	3.70	0.1842	0.00%	3.1800%	0.00
Not Disabled	3,871	1,891	704	94.53%	0.4885	0.00%	1.1357%	0.00	0.1819	0.23%	0.8741%	0.27

Two Standard Deviation Test Analysis Output:

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WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Youth Services Program.

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	72	2	66	47	100.00%	2.78%		91.67%		65.28%	
Male	32	1	26	16	44.44%	3.13%	Best	81.25%	81.25%	50.00%	64.52%
Female	40	1	40	31	55.56%	2.50%	80.00%	100.00%	Best	77.50%	Best
All Age	72	2	66	47	100.00%	2.78%		91.67%		65.28%	
14-18	33		30	25	45.83%	0.00%	0.00%	90.91%	98.48%	75.76%	Best
19-21	39	2	36	22	54.17%	5.13%	Best	92.31%	Best	56.41%	74.46%
All Race	72	2	66	47	100.00%	2.78%		91.67%		65.28%	
American Indian	1		1	1	1.39%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	25	1	22	16	34.72%	4.00%	Best	88.00%	93.68%	64.00%	91.83%
Pacific Islander	1		1	1	1.39%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	33	1	31	23	45.83%	3.03%	75.76%	93.94%	Best	69.70%	Best
All Hispanic	72	2	66	47	100.00%	2.78%		91.67%		65.28%	
Hispanic	7		6	3	9.72%	0.00%	0.00%	85.71%	93.10%	42.86%	61.36%
n/a	63	2	58	44	87.50%	3.17%	Best	92.06%	Best	69.84%	Best
All Disability	72	2	66	47	100.00%	2.78%		91.67%		65.28%	
Disabled	2		2	2	2.78%	0.00%	0.00%	100.00%	Best	100.00%	Best
Not Disabled	70	2	64	45	97.22%	2.86%	Best	91.43%	91.43%	64.29%	64.29%

80% Rule Analysis Output:

WIA/WIOA Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Rec'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Rec'd Educational Achievement Services Rate	Difference in Ed Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	72	2	66	47	100%	0.0278				0.9167			
Male	32	1	26	16	44%	0.0313	0.00%	3.8976%	0.00	0.8125	18.75%	6.5551%	2.86
Female	40	1	40	31	56%	0.0250	0.63%	3.6747%	0.17	1.0000	0.00%	6.1802%	0.00
All Age	72	2	66	47	100%	0.0278				0.9167			
14-18	33		30	25	46%	0.0000	N/A	N/A	N/A	0.9091	1.40%	6.5372%	0.21
19-21	39	2	36	22	54%	0.0513	0.00%	3.7215%	0.00	0.9231	0.00%	6.2589%	0.00
All Race	72	2	66	47	100%	0.0278				0.9167			
American Indian	1		1	1	1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	25	1	22	16	35%	0.0400	0.00%	4.3573%	0.00	0.8800	5.94%	7.3283%	0.81
Pacific Islander	1		1	1	1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	33	1	31	23	46%	0.0303	0.97%	4.0457%	0.24	0.9394	0.00%	6.8041%	0.00
All Hispanic	72	2	66	47	100%	0.0278				0.9167			
Hispanic	7		6	3	10%	0.0000	N/A	N/A	N/A	0.8571	6.35%	11.0115%	0.58
n/a	63	2	58	44	88%	0.0317	0.00%	2.9280%	0.00	0.9206	0.00%	4.9245%	0.00
All Disability	72	2	66	47	100%	0.0278				0.9167			
Disabled	2		2	2	3%	0.0000	N/A	N/A	N/A	1.0000	0.00%	19.8206%	0.00
Not Disabled	70	2	64	45	97%	0.0286	0.00%	2.7778%	0.00	0.9143	8.57%	4.6718%	1.83

Two Standard Deviation Test Analysis Output:

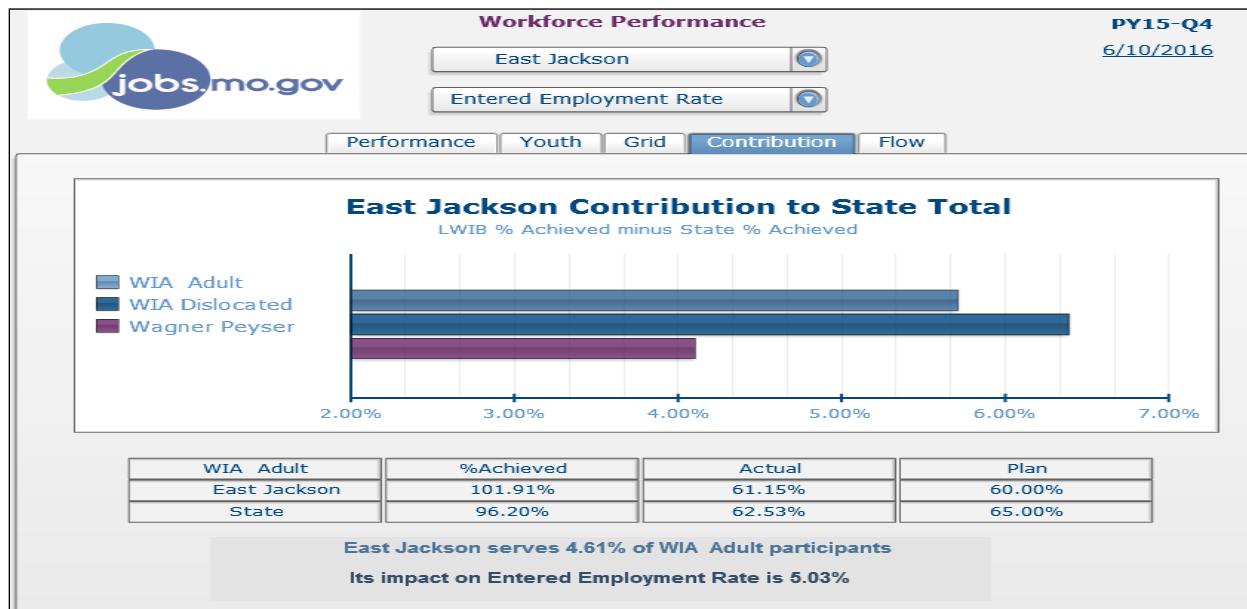
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ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “**X**” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
ALL GENDER														
Male			X											
Female			X											
ALL AGE														
14 - 21														
22 - 29														
30 - 54	X		X											
55+	X		X								X		X	
ALL RACE														
American Indian														
Asian														
Black	X													
Pacific Islander														
White	X		X											
ALL HISPANIC														
Hispanic	X		X											
Non-Hispanic														
ALL DISABILITY														
Disability	X		X								X		X	
Non-Disability														

Snapshot showing East Jackson Region Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
East Jackson	104.01%	62.40%	60.00%
State	99.90%	64.94%	65.00%

East Jackson serves 4.17% of Wagner Peyser participants
Its impact on Entered Employment Rate is 4.45%

WIA Dislocated	%Achieved	Actual	Plan
East Jackson	98.43%	62.01%	63.00%
State	92.03%	64.42%	70.00%

East Jackson serves 5.52% of WIA Dislocated participants
Its impact on Entered Employment Rate is 6.33%

Source: Information were captured from the MOperforms database system

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REGION'S OUTREACH PLANS

The region provided great outreach strategies that are being implemented as ways of addressing issues in the specific programs concern. Below outlined some major outreach plans captured from the region's report:

- Engage in reviewing and analyzing individual programs to identify components within the design that are most and least effective at achieving outcomes for specific demographic groups, or that address specific barriers to employment that specific groups have.
- Modify program designs to incorporate elements that lead to improved success for clients and dispense with elements that serve as an impediment to success.
- Reaching out to local organizations on behalf of under-served populations
- Working in Partnership with program managers, document the Community Engagement activities in real time through photographing, securing testimonials and other efforts; identifying events and opportunities that identify and document diverse community outreach efforts leading to a diverse applicant flow for Missouri Job Center Activities.
- The region's Equal Opportunity Officer works in conjunction with the communications manager to ensure that all programs are advertised. Advertisement sources shall include, but not be limited to, social media (i.e. Twitter, Face book, and LinkedIn), special radio advertisement and the Full Employment Council website. Promoting programs, such as the Dislocated Worker Training National Emergency Grant (NEG), On the Job Training NEG, and the Missouri Disaster Recovery Job Program will continue to aide in the increased outreach initiatives.

JEFFERSON FRANKLIN CONSORTIUM

Jefferson and Franklin Counties were designated by the Governor as the Jefferson/Franklin Consortium region as part of the State's inclusive plan for the provision of job training services. The Consortium is one of the fourteen Missouri Workforce regions. It operates two Comprehensive Full-Service One Stop Missouri Job Centers located in Arnold and Washington Cities all in Missouri. The consortium has other partner agencies like Jefferson College, MERS/Missouri Goodwill Industries, Vocational Rehabilitation, East Central College and many more.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region

- | | |
|---------------------------------|---|
| ➤ <i>WIOA Adult</i> | -- <i>Worker Profiling</i> |
| ➤ <i>WIOA Dislocated Worker</i> | -- <i>Trade Program</i> |
| ➤ <i>WIOA Youth</i> | -- <i>National Emergency Grants (NEG)</i> |
| ➤ <i>Wagner Peyser</i> | -- <i>Occupational Training</i> |
| ➤ <i>Veterans</i> | -- <i>SPYC/TANF Summer Jobs</i> |

EQUAL OPPORTUNITY DATA REPORTING STEPS

The region followed all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required equal Opportunity data reporting format;

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APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain Civilian Labor Force or Population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region.

(Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

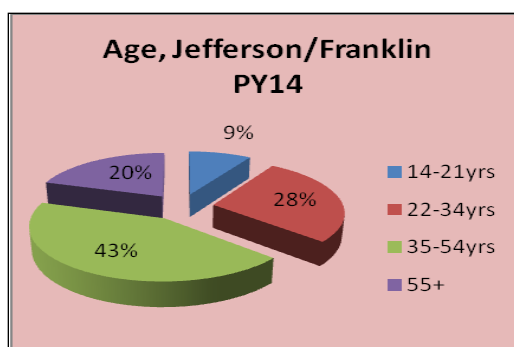
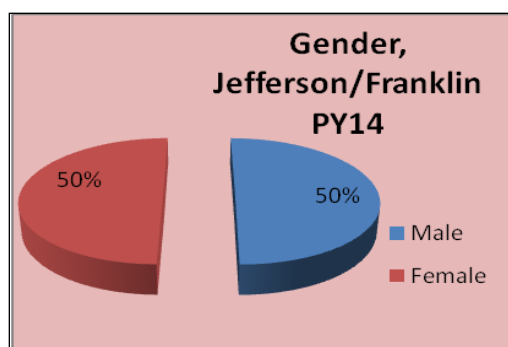
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

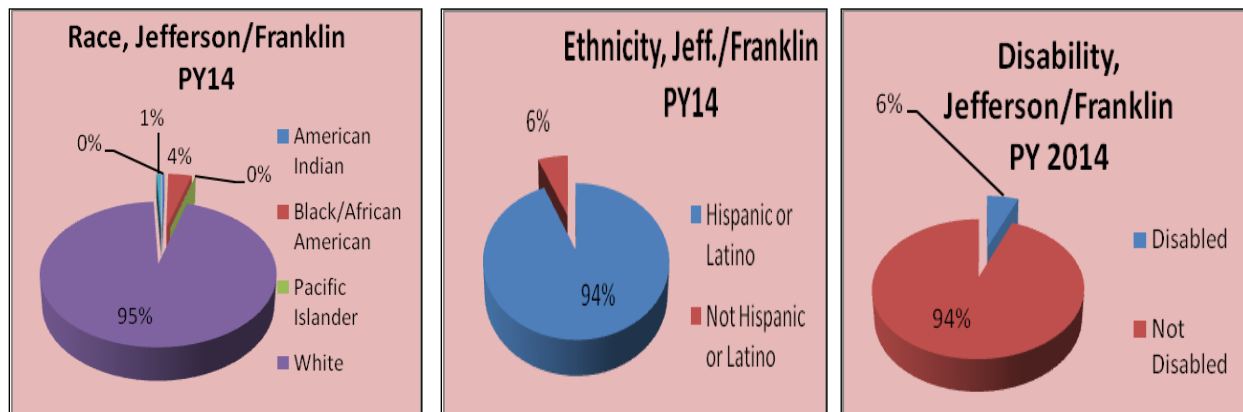
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	7,896	4,462	1,455	100.00%	56.51%		18.43%	
Male	4,176	2,319	676	52.89%	55.53%	96.40%	16.19%	77.30%
Female	3,720	2,143	779	47.11%	57.61%	Best	20.94%	Best
All Age	7,896	4,462	1,455	100.00%	56.51%		18.43%	
14-21	298	186	53	3.77%	62.42%	Best	17.79%	92.26%
22-29	1,252	762	241	15.86%	60.86%	97.51%	19.25%	99.86%
30-54	4,560	2,635	879	57.75%	57.79%	92.58%	19.28%	Best
55+	1,786	879	282	22.62%	49.22%	78.85%	15.79%	81.91%
All Race	7,896	4,462	1,455	100.00%	56.51%		18.43%	
American Indian	40	22	12	0.51%	Insuf Data	N/A	Insuf Data	N/A
Asian	68	38	11	0.86%	Insuf Data	N/A	Insuf Data	N/A
Black	217	136	50	2.75%	62.67%	Best	23.04%	Best
Pacific Islander	11	4	1	0.14%	Insuf Data	N/A	Insuf Data	N/A
White	7,321	4,145	1,342	92.72%	56.62%	90.34%	18.33%	79.56%
Other	239	117	39	3.03%	48.95%	78.11%	16.32%	70.82%
All Hispanic	7,896	4,462	1,455	100.00%	56.51%		18.43%	
Hispanic	126	80	32	1.60%	Insuf Data	N/A	Insuf Data	N/A
n/a	18	11	5	0.23%	Insuf Data	N/A	Insuf Data	N/A
All Disability	7,896	4,462	1,455	100.00%	56.51%		18.43%	
Disabled	288	119	32	3.65%	41.32%	72.13%	11.11%	59.22%
Not Disabled	7,478	4,284	1,403	94.71%	57.29%	Best	18.76%	Best

80% Rule Analysis Output:

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	7,896	4,462	1,455	100.00%	0.5651				0.1843			
Male	4,176	2,319	676	52.89%	0.5553	2.08%	1.0849%	1.91	0.1619	4.75%	0.8485%	5.60
Female	3,720	2,143	779	47.11%	0.5761	0.00%	1.1177%	0.00	0.2094	0.00%	0.8741%	0.00
All Age	7,896	4,462	1,455	100.00%	0.5651				0.1843			
14-21	298	186	53	3.77%	0.6242	0.00%	2.9641%	0.00	0.1779	1.49%	2.3181%	0.64
22-29	1,252	762	241	15.86%	0.6086	1.55%	1.5817%	0.98	0.1925	0.03%	1.2370%	0.02
30-54	4,560	2,635	879	57.75%	0.5779	4.63%	1.0382%	4.46	0.1928	0.00%	0.8120%	0.00
55+	1,786	879	282	22.62%	0.4922	13.20%	1.3838%	9.54	0.1579	3.49%	1.0823%	3.22
All Race	7,896	4,462	1,455	100.00%	0.5651				0.1843			
American Indian	40	22	12	0.51%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	68	38	11	0.86%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	217	136	50	2.75%	0.6267	0.00%	3.4148%	0.00	0.2304	0.00%	2.6706%	0.00
Pacific Islander	11	4	1	0.14%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	7,321	4,145	1,342	92.72%	0.5662	6.05%	0.8194%	7.39	0.1833	4.71%	0.6408%	7.35
Other	239	117	39	3.03%	0.4895	13.72%	3.2586%	4.21	0.1632	6.72%	2.5485%	2.64
All Hispanic	7,896	4,462	1,455	100.00%	0.5651				0.1843			
Hispanic	126	80	32	1.60%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	18	11	5	0.23%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	7,896	4,462	1,455	100.00%	0.5651				0.1843			
Disabled	288	119	32	3.65%	0.4132	15.97%	2.9769%	5.36	0.1111	7.65%	2.3281%	3.29
Not Disabled	7,478	4,284	1,403	94.71%	0.5729	0.00%	0.8107%	0.00	0.1876	0.00%	0.6340%	0.00

Two Standard Deviation Test Analysis Output:

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WAGNER PEYSER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Wagner Peyser Program.

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	9,343	5,180	1,606	100.00%	55.44%		17.19%	
Male	4,974	2,726	743	53.24%	54.80%	97.57%	14.94%	75.62%
Female	4,369	2,454	863	46.76%	56.17%	Best	19.75%	Best
All Age	9,343	5,180	1,606	100.00%	55.44%		17.19%	
14-21	593	335	83	6.35%	56.49%	94.22%	14.00%	77.11%
22-29	1,496	897	267	16.01%	59.96%	Best	17.85%	98.32%
30-54	5,261	2,973	955	56.31%	56.51%	94.25%	18.15%	Best
55+	1,993	975	301	21.33%	48.92%	81.59%	15.10%	83.20%
All Race	9,343	5,180	1,606	100.00%	55.44%		17.19%	
American Indian	45	22	13	0.48%	Insuf Data	N/A	Insuf Data	N/A
Asian	75	41	12	0.80%	Insuf Data	N/A	Insuf Data	N/A
Black	265	158	54	2.84%	59.62%	Best	20.38%	Best
Pacific Islander	15	5	2	0.16%	Insuf Data	N/A	Insuf Data	N/A
White	8,564	4,762	1,471	91.66%	55.60%	93.26%	17.18%	84.29%
All Hispanic	9,343	5,180	1,606	100.00%	55.44%		17.19%	
Hispanic	139	87	33	1.49%	Insuf Data	N/A	Insuf Data	N/A
n/a	8,951	4,947	1,518	95.80%	55.27%	Best	16.96%	Best
All Disability	9,343	5,180	1,606	100.00%	55.44%		17.19%	
Disabled	129	58	21	1.38%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	9,214	5,122	1,585	98.62%	55.59%	Best	17.20%	Best

80% Rule Analysis Output:

Wagner-Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	9,343	5,180	1,606	100.00%	0.5544				0.1719			
Male	4,974	2,726	743	53.24%	0.5480	1.36%	0.9967%	1.37	0.1494	4.82%	0.7565%	6.36
Female	4,369	2,454	863	46.76%	0.5617	0.00%	1.0306%	0.00	0.1975	0.00%	0.7823%	0.00
All Age	9,343	5,180	1,606	100.00%	0.5544				0.1719			
14-21	593	335	83	6.35%	0.5649	3.47%	2.1530%	1.61	0.1400	4.16%	1.6343%	2.54
22-29	1,496	897	267	16.01%	0.5996	0.00%	1.4563%	0.00	0.1785	0.30%	1.1055%	0.28
30-54	5,261	2,973	955	56.31%	0.5651	3.45%	0.9691%	3.56	0.1815	0.00%	0.7356%	0.00
55+	1,993	975	301	21.33%	0.4892	11.04%	1.3073%	8.44	0.1510	3.05%	0.9924%	3.07
All Race	9,343	5,180	1,606	100.00%	0.5544				0.1719			
American Indian	45	22	13	0.48%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	75	41	12	0.80%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	265	158	54	2.84%	0.5962	0.00%	3.1001%	0.00	0.2038	0.00%	2.3532%	0.00
Pacific Islander	15	5	2	0.16%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	8,564	4,762	1,471	91.66%	0.5560	4.02%	0.7596%	5.29	0.1718	3.20%	0.5766%	5.55
All Hispanic	9,343	5,180	1,606	100.00%	0.5544				0.1719			
Hispanic	139	87	33	1.49%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	8,951	4,947	1,518	95.80%	0.5527	0.00%	0.7430%	0.00	0.1696	0.00%	0.5640%	0.00
All Disability	9,343	5,180	1,606	100.00%	0.5544				0.1719			
Disabled	129	58	21	1.38%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	9,214	5,122	1,585	98.62%	0.5559	0.00%	0.7323%	0.00	0.1720	0.00%	0.5559%	0.00

Two Standard Deviation Test Analysis Output:

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DSLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Dislocated Worker Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	6,109	3,365	1,148	100.00%	55.08%		18.79%	
Male	3,154	1,696	522	51.63%	53.77%	95.21%	16.55%	78.13%
Female	2,955	1,669	626	48.37%	56.48%	Best	21.18%	Best
All Age	6,109	3,365	1,148	100.00%	55.08%		18.79%	
14-21	102	67	22	1.67%	Insuf Data	N/A	Insuf Data	N/A
22-29	863	504	173	14.13%	58.40%	Best	20.05%	Best
30-54	3,637	2,050	714	59.54%	56.37%	96.51%	19.63%	97.93%
55+	1,507	744	239	24.67%	49.37%	84.54%	15.86%	79.11%
All Race	6,109	3,365	1,148	100.00%	55.08%		18.79%	
American Indian	26	13	8	0.43%	Insuf Data	N/A	Insuf Data	N/A
Asian	55	29	10	0.90%	Insuf Data	N/A	Insuf Data	N/A
Black	140	90	38	2.29%	64.29%	Best	27.14%	Best
Pacific Islander	7	3	1	0.11%	Insuf Data	N/A	Insuf Data	N/A
White	5,715	3,152	1,063	93.55%	55.15%	85.79%	18.60%	68.53%
Other	166	78	28	2.72%	46.99%	73.09%	16.87%	62.14%
All Hispanic	6,109	3,365	1,148	100.00%	55.08%		18.79%	
Hispanic	83	51	25	1.36%	Insuf Data	N/A	Insuf Data	N/A
n/a	14	9	5	0.23%	Insuf Data	N/A	Insuf Data	N/A
All Disability	6,109	3,365	1,148	100.00%	55.08%		18.79%	
Disabled	155	71	18	2.54%	45.81%	82.46%	11.61%	61.01%
Not Disabled	5,863	3,257	1,116	95.97%	55.55%	Best	19.03%	Best

80% Rule Analysis Output:

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	6,109	3,365	1,148	100.00%	0.5508				0.1879			
Male	3,154	1,696	522	51.63%	0.5377	2.71%	1.2526%	2.16	0.1655	4.63%	0.9837%	4.71
Female	2,955	1,669	626	48.37%	0.5648	0.00%	1.2735%	0.00	0.2118	0.00%	1.0001%	0.00
All Age	6,109	3,365	1,148	100.00%	0.5508				0.1879			
14-21	102	67	22	1.67%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
22-29	863	504	173	14.13%	0.5840	0.00%	1.8834%	0.00	0.2005	0.00%	1.4792%	0.00
30-54	3,637	2,050	714	59.54%	0.5637	2.04%	1.1664%	1.75	0.1963	0.41%	0.9161%	0.45
55+	1,507	744	239	24.67%	0.4937	9.03%	1.5238%	5.93	0.1586	4.19%	1.1968%	3.50
All Race	6,109	3,365	1,148	100.00%	0.5508				0.1879			
American Indian	26	13	8	0.43%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	55	29	10	0.90%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	140	90	38	2.29%	0.6429	0.00%	4.2551%	0.00	0.2714	0.00%	3.3418%	0.00
Pacific Islander	7	3	1	0.11%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,715	3,152	1,063	93.55%	0.5515	9.13%	0.9305%	9.81	0.1860	8.54%	0.7308%	11.69
Other	166	78	28	2.72%	0.4699	17.30%	3.9163%	4.42	0.1687	10.28%	3.0757%	3.34
All Hispanic	6,109	3,365	1,148	100.00%	0.5508				0.1879			
Hispanic	83	51	25	1.36%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	14	9	5	0.23%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	6,109	3,365	1,148	100.00%	0.5508				0.1879			
Disabled	155	71	18	2.54%	0.4581	9.75%	4.0478%	2.41	0.1161	7.42%	3.1790%	2.33
Not Disabled	5,863	3,257	1,116	95.97%	0.5555	0.00%	0.9187%	0.00	0.1903	0.00%	0.7215%	0.00

Two Standard Deviation Test Analysis Output:

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Youth Services Program.

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	158	123	146	37	100.00%	77.85%		92.41%		23.42%	
Male	86	75	80	18	54.43%	87.21%	Best	93.02%	Best	20.93%	78.21%
Female	71	47	66	19	44.94%	66.20%	75.91%	92.96%	99.93%	26.76%	Best
All Age	158	123	146	37	100.00%	77.85%		92.41%		23.42%	
14-18	133	106	129	33	84.18%	79.70%	Best	96.99%	Best	24.81%	Best
19-21	25	17	17	4	15.82%	68.00%	85.32%	68.00%	70.11%	16.00%	64.48%
All Race	158	123	146	37	100.00%	77.85%		92.41%		23.42%	
American Indian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	8	7	8	3	5.06%	87.50%	Best	100.00%	Best	37.50%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	136	105	124	27	86.08%	77.21%	88.24%	91.18%	91.18%	19.85%	52.94%
All Hispanic	158	123	146	37	100.00%	77.85%		92.41%		23.42%	
Hispanic	1	1	1		0.63%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
n/a	154	121	142	36	97.47%	78.57%	Best	92.21%	Best	23.38%	Best
All Disability	158	123	146	37	100.00%	77.85%		92.41%		23.42%	
Disabled	83	69	80	19	52.53%	83.13%	Best	96.39%	Best	22.89%	95.38%
Not Disabled	75	54	66	18	47.47%	72.00%	86.61%	88.00%	91.30%	24.00%	Best

80% Rule Analysis Output:

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WIA/WIO AYouth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Recv'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Recv'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	158	123	146	37	100%	0.7785				0.9241			
Male	86	75	80	18	54%	0.8721	0.00%	6.3328%	0.00	0.9302	0.00%	4.0399%	0.00
Female	71	47	66	19	45%	0.6620	21.01%	6.6589%	3.16	0.9296	0.07%	4.2480%	0.02
All Age	158	123	146	37	100%	0.7785				0.9241			
14-18	133	106	129	33	84%	0.7970	0.00%	5.0924%	0.00	0.9699	0.00%	3.2486%	0.00
19-21	25	17	17	4	16%	0.6800	11.70%	9.0524%	1.29	0.6800	28.99%	5.7749%	5.02
All Race	158	123	146	37	100%	0.7785				0.9241			
American Indian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	8	7	8	3	5%	0.8750	0.00%	15.1076%	0.00	1.0000	0.00%	9.6378%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	136	105	124	27	86%	0.7721	10.29%	5.0359%	2.04	0.9118	8.82%	3.2126%	2.75
All Hispanic	158	123	146	37	100%	0.7785				0.9241			
Hispanic	1	1	1		1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	154	121	142	36	97%	0.7857	0.00%	4.7324%	0.00	0.9221	0.00%	3.0190%	0.00
All Disability	158	123	146	37	100%	0.7785				0.9241			
Disabled	83	69	80	19	53%	0.8313	0.00%	6.4462%	0.00	0.9639	0.00%	4.1123%	0.00
Not Disabled	75	54	66	18	47%	0.7200	11.13%	6.6159%	1.68	0.8800	8.39%	4.2205%	1.99

Two Standard Deviation Test Analysis Output:

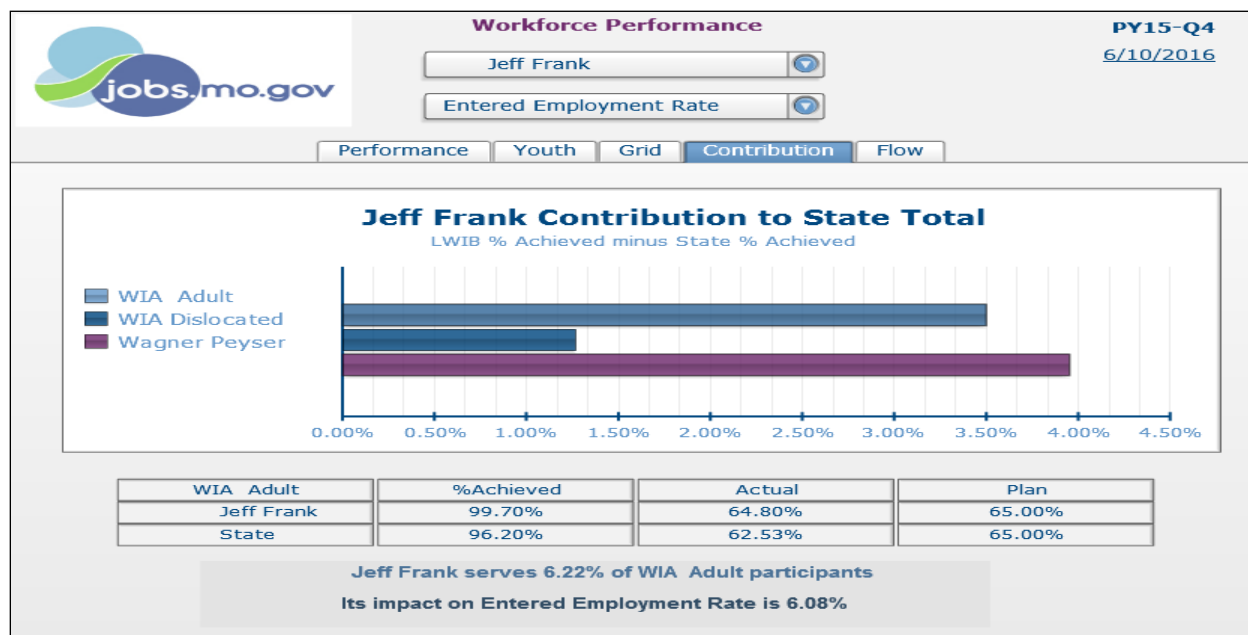
ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS ➡	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
ALL GENDER	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DEV
Male											X			
Female														X
ALL AGE														
14 - 21												X		
22 - 29											X	X		
30 - 54												X		
55+	X		X									X		X
ALL RACE														
American Indian														
Asian														
Black											X			
Pacific Islander														
White														
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability	X		X											
Non-Disability														

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Snapshot showing Jefferson Franklin Consortium Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
Jeff Frank	103.86%	67.51%	65.00%
State	99.90%	64.94%	65.00%

Jeff Frank serves 5.76% of Wagner Peyser participants
Its impact on Entered Employment Rate is 6.07%

WIA Dislocated	%Achieved	Actual	Plan
Jeff Frank	93.30%	65.31%	70.00%
State	92.03%	64.42%	70.00%

Jeff Frank serves 8.64% of WIA Dislocated participants
Its impact on Entered Employment Rate is 9.56%

Source: Information were captured from the MOperforms database system

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REGION'S OUTREACH PALNS

Below are some major outreach strategies which were captured in the region's report. And it was noted that the current outreach plan is still effective in reaching out to all of the identified groups.

- Staff will increase follow-up efforts at the customer's request and provided assistance in overcoming employment barriers.
- Enhanced services which includes: soft skills training, comprehensive assessment to identify career interests, transferable skills, and skill gaps to determine the need for training to increase skill levels and enter a career pathway.
- Job center staff will be provided training on serving diverse populations and learn about resources to help job seekers with disabilities be successful in their job search efforts.
- Co-enrollment with Vocational Rehabilitation programs will provide additional job search services for the customer.
- Non-traditional training and MOSTEMs occupational training will continue to be encouraged and providing labor market information will increase interest in these types of programs.
- A follow-up analysis and summary will be distributed and reviewed with the leadership team to discuss the effectiveness of the new mitigating actions.

KANSAS CITY AND VICINITY

The Full Employment Council, Inc. (FEC) serves as the One-Stop Operator and Fiscal Agent for the Kansas City and Vicinity Workforce Investment Board. It is a business-led, private, nonprofit corporation whose mission is to obtain public and private sector employment for the unemployed and underemployed, which is the American Job Center and Fiscal Agent for the Kansas City and Vicinity Workforce Investment Area, comprised of the Cass, Clay, Platte and Ray Counties, and the City of Kansas City, Missouri.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *National Emergency Grant (MO 40, 41)*
- *Disability Navigator Program*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*
- *Reboot U and other Special Local Programs/Activities*

EQUAL OPPORTUNITY DATA REPORTING STEPS

The region followed all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

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Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required equal Opportunity data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

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The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic group.

Step 5: Investigate significant differences.

The region indicated that meetings were held with program managers to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

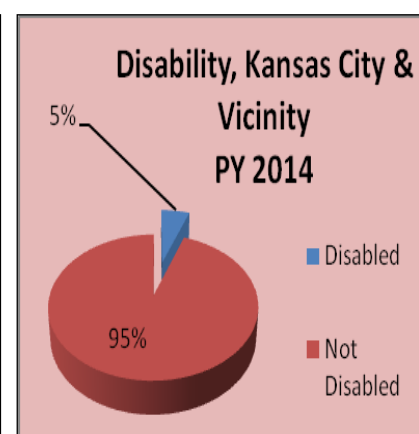
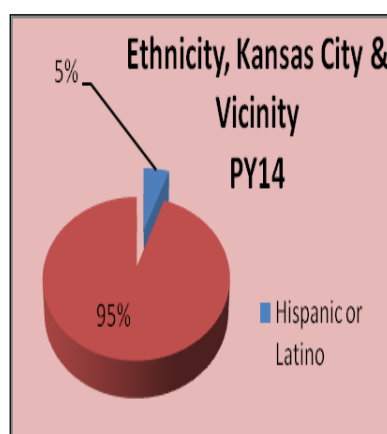
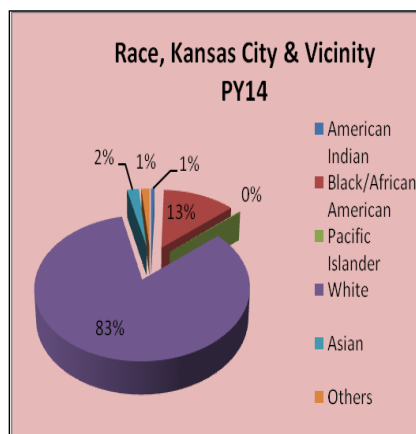
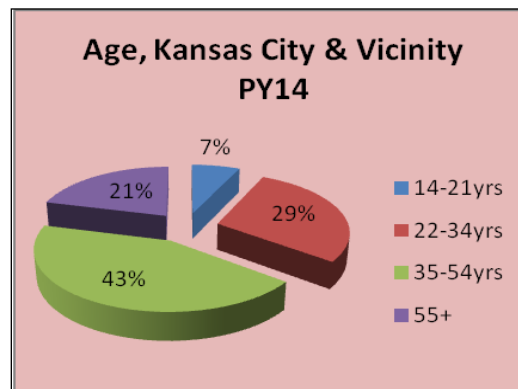
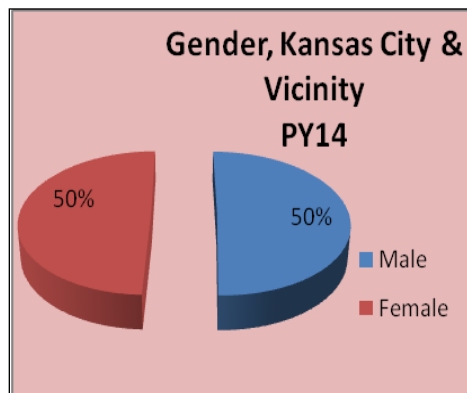
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

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The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. "Insuf Data" means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	13,119	6,339	2,309	100.00%	48.32%		17.60%	
Male	6,451	3,110	953	49.17%	48.21%	99.61%	14.77%	72.61%
Female	6,655	3,221	1,354	50.73%	48.40%	Best	20.35%	Best
All Age	13,119	6,339	2,309	100.00%	48.32%		17.60%	
14-21	864	499	162	6.59%	57.75%	Best	18.75%	95.17%
22-29	2,741	1,492	540	20.89%	54.43%	94.25%	19.70%	Best
30-54	7,280	3,518	1,323	55.49%	48.32%	83.67%	18.17%	92.25%
55+	2,233	829	284	17.02%	37.12%	64.28%	12.72%	64.56%
All Race	13,119	6,339	2,309	100.00%	48.32%		17.60%	
American Indian	123	52	20	0.94%	Insuf Data	N/A	Insuf Data	N/A
Asian	104	44	15	0.79%	Insuf Data	N/A	Insuf Data	N/A
Black	6,279	3,047	1,155	47.86%	48.53%	96.54%	18.39%	Best
Pacific Islander	40	23	10	0.30%	Insuf Data	N/A	Insuf Data	N/A
White	5,638	2,703	953	42.98%	47.94%	95.38%	16.90%	91.89%
Other	935	470	156	7.13%	50.27%	Best	16.68%	90.70%
All Hispanic	13,119	6,339	2,309	100.00%	48.32%		17.60%	
Hispanic	749	381	124	5.71%	50.87%	Best	16.56%	Best
n/a	30	21	13	0.23%	Insuf Data	N/A	Insuf Data	N/A
All Disability	13,119	6,339	2,309	100.00%	48.32%		17.60%	
Disabled	690	211	57	5.26%	30.58%	61.82%	8.26%	45.33%
Not Disabled	12,204	6,037	2,224	93.03%	49.47%	Best	18.22%	Best

80% Rule Analysis Output:

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WIA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	13,119	6,339	2,309	100.00%	0.4832				0.1760			
Male	6,451	3,110	953	49.17%	0.4821	0.19%	0.8731%	0.22	0.1477	5.57%	0.6654%	8.38
Female	6,655	3,221	1,354	50.73%	0.4840	0.00%	0.8663%	0.00	0.2035	0.00%	0.6602%	0.00
All Age	13,119	6,339	2,309	100.00%	0.4832				0.1760			
14-21	864	499	162	6.59%	0.5775	0.00%	1.7981%	0.00	0.1875	0.95%	1.3703%	0.69
22-29	2,741	1,492	540	20.89%	0.5443	3.32%	1.1198%	2.97	0.1970	0.00%	0.8534%	0.00
30-54	7,280	3,518	1,323	55.49%	0.4832	9.43%	0.8283%	11.39	0.1817	1.53%	0.6312%	2.42
55+	2,233	829	284	17.02%	0.3712	20.63%	1.2089%	17.07	0.1272	6.98%	0.9212%	7.58
All Race	13,119	6,339	2,309	100.00%	0.4832				0.1760			
American Indian	123	52	20	0.94%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	104	44	15	0.79%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	6,279	3,047	1,155	47.86%	0.4853	1.74%	0.8919%	1.95	0.1839	0.00%	0.6797%	0.00
Pacific Islander	40	23	10	0.30%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,638	2,703	953	42.98%	0.4794	2.32%	0.9169%	2.54	0.1690	1.49%	0.6987%	2.13
Other	935	470	156	7.13%	0.5027	0.00%	1.7517%	0.00	0.1668	1.71%	1.3349%	1.28
All Hispanic	13,119	6,339	2,309	100.00%	0.4832				0.1760			
Hispanic	749	381	124	5.71%	0.5087	0.00%	2.5823%	0.00	0.1656	0.00%	1.9679%	0.00
n/a	30	21	13	0.23%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	13,119	6,339	2,309	100.00%	0.4832				0.1760			
Disabled	690	211	57	5.26%	0.3058	18.89%	1.9554%	9.66	0.0826	9.96%	1.4902%	6.69
Not Disabled	12,204	6,037	2,224	93.03%	0.4947	0.00%	0.6397%	0.00	0.1822	0.00%	0.4875%	0.00

Two Standard Deviation Test Analysis Output:

WAGNER PEYSER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Wagner Peyser Program.

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	16,705	8,020	2,801	100.00%	48.01%		16.77%	
Male	8,213	3,865	1,151	49.16%	47.06%	96.18%	14.01%	72.13%
Female	8,492	4,155	1,650	50.84%	48.93%	Best	19.43%	Best
All Age	16,705	8,020	2,801	100.00%	48.01%		16.77%	
14-21	1,362	698	209	8.15%	51.25%	95.33%	15.35%	81.19%
22-29	3,566	1,917	674	21.35%	53.76%	Best	18.90%	Best
30-54	9,110	4,403	1,591	54.53%	48.33%	89.91%	17.46%	92.40%
55+	2,667	1,002	327	15.97%	37.57%	69.89%	12.26%	64.87%
All Race	16,705	8,020	2,801	100.00%	48.01%		16.77%	
American Indian	138	55	16	0.83%	Insuf Data	N/A	Insuf Data	N/A
Asian	123	54	18	0.74%	Insuf Data	N/A	Insuf Data	N/A
Black	8,269	3,983	1,431	49.50%	48.17%	Best	17.31%	Best
Pacific Islander	56	33	13	0.34%	Insuf Data	N/A	Insuf Data	N/A
White	6,717	3,225	1,099	40.21%	48.01%	99.68%	16.36%	94.54%
All Hispanic	16,705	8,020	2,801	100.00%	48.01%		16.77%	
Hispanic	926	448	149	5.54%	48.38%	Best	16.09%	96.25%
n/a	15,302	7,294	2,558	91.60%	47.67%	98.53%	16.72%	Best
All Disability	16,705	8,020	2,801	100.00%	48.01%		16.77%	
Disabled	380	131	35	2.27%	34.47%	71.34%	9.21%	54.36%
Not Disabled	16,325	7,889	2,766	97.73%	48.32%	Best	16.94%	Best

80% Rule Analysis Output:

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Wagner-Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	16,705	8,020	2,801	100.00%	0.4801				0.1677			
Male	8,213	3,865	1,151	49.16%	0.4706	1.87%	0.7732%	2.42	0.1401	5.42%	0.5782%	9.37
Female	8,492	4,155	1,650	50.84%	0.4893	0.00%	0.7667%	0.00	0.1943	0.00%	0.5733%	0.00
All Age	16,705	8,020	2,801	100.00%	0.4801				0.1677			
14-21	1,362	698	209	8.15%	0.5125	2.51%	1.4514%	1.73	0.1535	3.56%	1.0853%	3.28
22-29	3,566	1,917	674	21.35%	0.5376	0.00%	0.9869%	0.00	0.1890	0.00%	0.7379%	0.00
30-54	9,110	4,403	1,591	54.53%	0.4833	5.43%	0.7403%	7.33	0.1746	1.44%	0.5535%	2.60
55+	2,667	1,002	327	15.97%	0.3757	16.19%	1.0999%	14.72	0.1226	6.64%	0.8225%	8.07
All Race	16,705	8,020	2,801	100.00%	0.4801				0.1677			
American Indian	138	55	16	0.83%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	123	54	18	0.74%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	8,269	3,983	1,431	49.50%	0.4817	0.00%	0.7770%	0.00	0.1731	0.00%	0.5810%	0.00
Pacific Islander	56	33	13	0.34%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	6,717	3,225	1,099	40.21%	0.4801	0.16%	0.8206%	0.19	0.1636	0.94%	0.6136%	1.54
All Hispanic	16,705	8,020	2,801	100.00%	0.4801				0.1677			
Hispanic	926	448	149	5.54%	0.4838	0.00%	1.6907%	0.00	0.1609	0.63%	1.2642%	0.50
n/a	15,302	7,294	2,558	91.60%	0.4767	0.71%	0.5712%	1.25	0.1672	0.00%	0.4271%	0.00
All Disability	16,705	8,020	2,801	100.00%	0.4801				0.1677			
Disabled	380	131	35	2.27%	0.3447	13.85%	2.5926%	5.34	0.0921	7.73%	1.9386%	3.99
Not Disabled	16,325	7,889	2,766	97.73%	0.4832	0.00%	0.5530%	0.00	0.1694	0.00%	0.4135%	0.00

Two Standard Deviation Test Analysis Output:

DISLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Dislocated Worker Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	7,148	3,289	1,352	100.00%	46.01%		18.91%	
Male	3,177	1,467	526	44.45%	46.18%	Best	16.56%	79.63%
Female	3,968	1,820	825	55.51%	45.87%	99.33%	20.79%	Best
All Age	7,148	3,289	1,352	100.00%	46.01%		18.91%	
14-21	143	84	38	2.00%	58.74%	Best	26.57%	Best
22-29	1,194	621	267	16.70%	52.01%	88.54%	22.36%	84.15%
30-54	4,245	1,994	823	59.39%	46.97%	79.97%	19.39%	72.96%
55+	1,565	589	224	21.89%	37.64%	64.07%	14.31%	53.86%
All Race	7,148	3,289	1,352	100.00%	46.01%		18.91%	
American Indian	57	25	10	0.80%	Insuf Data	N/A	Insuf Data	N/A
Asian	65	26	10	0.91%	Insuf Data	N/A	Insuf Data	N/A
Black	2,856	1,378	621	39.96%	48.25%	98.97%	21.74%	Best
Pacific Islander	18	10	4	0.25%	Insuf Data	N/A	Insuf Data	N/A
White	3,672	1,616	617	51.37%	44.01%	90.27%	16.80%	77.28%
Other	480	234	90	6.72%	48.75%	Best	18.75%	86.23%
All Hispanic	7,148	3,289	1,352	100.00%	46.01%		18.91%	
Hispanic	374	192	64	5.23%	51.34%	Best	17.11%	Best
n/a	21	16	9	0.29%	Insuf Data	N/A	Insuf Data	N/A
All Disability	7,148	3,289	1,352	100.00%	46.01%		18.91%	
Disabled	271	98	34	3.79%	36.16%	77.83%	12.55%	65.21%
Not Disabled	6,767	3,144	1,302	94.67%	46.46%	Best	19.24%	Best

80% Rule Analysis Output:

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WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	7,148	3,289	1,352	100.00%	0.4601				0.1891			
Male	3,177	1,467	526	44.45%	0.4618	0.00%	1.1866%	0.00	0.1856	4.23%	0.9323%	4.54
Female	3,968	1,820	825	55.51%	0.4587	0.31%	1.1190%	0.28	0.2079	0.00%	0.8792%	0.00
All Age	7,148	3,289	1,352	100.00%	0.4601				0.1891			
14-21	143	84	38	2.00%	0.5874	0.00%	4.2375%	0.00	0.2657	0.00%	3.3296%	0.00
22-29	1,194	621	267	16.70%	0.5201	6.73%	1.6327%	4.12	0.2236	4.21%	1.2829%	3.28
30-54	4,245	1,994	823	59.39%	0.4697	11.77%	1.0818%	10.88	0.1939	7.19%	0.8500%	8.45
55+	1,565	589	224	21.89%	0.3764	21.11%	1.4739%	14.32	0.1431	12.26%	1.1581%	10.58
All Race	7,148	3,289	1,352	100.00%	0.4601				0.1891			
American Indian	57	25	10	0.80%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	65	26	10	0.91%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	2,856	1,378	621	39.96%	0.4825	0.50%	1.2435%	0.40	0.2174	0.00%	0.9771%	0.00
Pacific Islander	18	10	4	0.25%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	3,672	1,616	617	51.37%	0.4401	4.74%	1.1632%	4.08	0.1680	4.94%	0.9140%	5.41
Other	480	234	90	6.72%	0.4875	0.00%	2.4190%	0.00	0.1875	2.99%	1.9007%	1.58
All Hispanic	7,148	3,289	1,352	100.00%	0.4601				0.1891			
Hispanic	374	192	64	5.23%	0.5134	0.00%	3.6447%	0.00	0.1711	0.00%	2.8638%	0.00
n/a	21	16	9	0.29%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	7,148	3,289	1,352	100.00%	0.4601				0.1891			
Disabled	271	98	34	3.79%	0.3616	10.30%	3.0876%	3.34	0.1255	6.69%	2.4261%	2.76
Not Disabled	6,767	3,144	1,302	94.67%	0.4646	0.00%	0.8568%	0.00	0.1924	0.00%	0.6733%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Dislocated Worker Program.

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	149	17	63	81	100.00%	11.41%		42.28%		54.36%	
Male	67	11	26	35	44.97%	16.42%	Best	38.81%	84.95%	52.24%	94.03%
Female	81	6	37	45	54.36%	7.41%	45.12%	45.68%	Best	55.56%	Best
All Age	149	17	63	81	100.00%	11.41%		42.28%		54.36%	
14-18	84	10	26	54	56.38%	11.90%	Best	30.95%	54.38%	64.29%	Best
19-21	65	7	37	27	43.62%	10.77%	90.46%	56.92%	Best	41.54%	64.62%
All Race	149	17	63	81	100.00%	11.41%		42.28%		54.36%	
American Indian	1	1			0.67%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	92	8	40	49	61.74%	8.70%	39.13%	43.48%	Best	53.26%	95.87%
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	36	8	14	20	24.16%	22.22%	Best	38.89%	89.44%	55.56%	Best
All Hispanic	149	17	63	81	100.00%	11.41%		42.28%		54.36%	
Hispanic	13		6	7	8.72%	0.00%	0.00%	46.15%	Best	53.85%	97.51%
n/a	134	17	56	74	89.93%	12.69%	Best	41.79%	90.55%	55.22%	Best
All Disability	149	17	63	81	100.00%	11.41%		42.28%		54.36%	
Disabled	5	1	3	4	3.36%	20.00%	Best	60.00%	Best	80.00%	Best
Not Disabled	141	14	60	76	94.63%	9.93%	49.65%	42.55%	70.92%	53.90%	67.38%

80% Rule Analysis Output:

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WIA/WIOA Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Rec'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Rec'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	149	17	63	81	100%	0.1141				0.4228			
Male	67	11	26	35	45%	0.1642	0.00%	5.2502%	0.00	0.3881	6.87%	8.1580%	0.84
Female	81	6	37	45	54%	0.0741	9.01%	4.9957%	1.80	0.4568	0.00%	7.7626%	0.00
All Age	149	17	63	81	100%	0.1141				0.4228			
14-18	84	10	26	54	56%	0.1190	0.00%	4.9057%	0.00	0.3095	25.97%	7.6227%	3.41
19-21	65	7	37	27	44%	0.1077	1.14%	5.2520%	0.22	0.5692	0.00%	8.1607%	0.00
All Race	149	17	63	81	100%	0.1141				0.4228			
American Indian	1	1			1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	92	8	40	49	62%	0.0870	13.53%	4.6876%	2.89	0.4348	0.00%	7.2837%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	36	8	14	20	24%	0.2222	0.00%	6.2501%	0.00	0.3889	4.59%	9.7117%	0.47
All Hispanic	149	17	63	81	100%	0.1141				0.4228			
Hispanic	13		6	7	9%	0.0000	N/A	N/A	N/A	0.4615	0.00%	14.3505%	0.00
n/a	134	17	56	74	90%	0.1269	0.00%	3.8841%	0.00	0.4179	4.36%	6.0353%	0.72
All Disability	149	17	63	81	100%	0.1141				0.4228			
Disabled	5	1	3	4	3%	0.2000	0.00%	14.4680%	0.00	0.6000	0.00%	22.4810%	0.00
Not Disabled	141	14	60	76	95%	0.0993	10.07%	3.7864%	2.66	0.4255	17.45%	5.8835%	2.97

Two Standard Deviation Test Analysis Output:

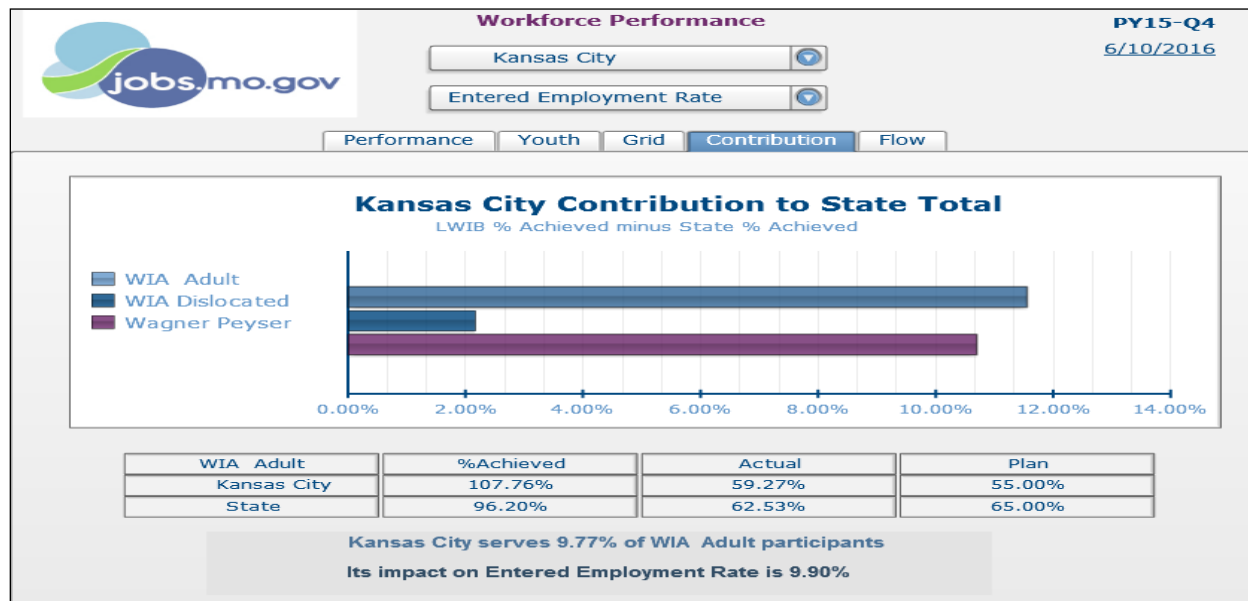
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ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
ALL GENDER	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
Male											X			
Female														
ALL AGE														
14 - 21														
22 - 29			X										X	
30 - 54	X		X										X	
55+	X													
ALL RACE														
American Indian														
Asian														
Black														
Pacific Islander														
White														
ALL HISPANIC														
Hispanic														
Non-Hispanic	X		X											
ALL DISABILITY														
Disability	X													
Non-Disability														

Snapshot showing Kansas City and Vicinity Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
Kansas City	110.60%	60.83%	55.00%
State	99.90%	64.94%	65.00%

Kansas City serves 10.63% of Wagner Peyser participants
Its impact on Entered Employment Rate is 10.41%

WIA Dislocated	%Achieved	Actual	Plan
Kansas City	94.20%	58.40%	62.00%
State	92.03%	64.42%	70.00%

Kansas City serves 10.21% of WIA Dislocated participants
Its impact on Entered Employment Rate is 11.12%

Source: Information were captured from the MOperforms database system

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REGION'S OUTREACH PLANS

- Engage in reviewing and analyzing individual programs to identify components within the design that are most and least effective at achieving outcomes for specific demographic groups, or that address specific barriers to employment that specific groups have.
- Modify program designs to incorporate elements that lead to improved success for clients and dispense with elements that serve as an impediment to success.
- Reaching out to local organizations on behalf of under-served populations
- Working in Partnership with program managers, document the Community Engagement activities in real time through photographing, securing testimonials and other efforts; identifying events and opportunities that identify and document diverse community outreach efforts leading to a diverse applicant flow for Missouri Job Center Activities.
- The region's Equal Opportunity Officer works in conjunction with the communications manager to ensure that all programs are advertised. Advertisement sources shall include, but not be limited to, social media (i.e. Twitter, Face book, and LinkedIn), special radio advertisement and the Full Employment Council website. Promoting programs, such as the Dislocated Worker Training National Emergency Grant (NEG), On the Job Training NEG, and the Missouri Disaster Recovery Job Program will continue to aide in the increased outreach initiatives.

NORTHEAST REGION

The Northeast Missouri Workforce Development Region delivers services to sixteen (16) counties in Northeast Missouri. The counties served are Adair, Clark, Knox, Lewis, Lincoln, Macon, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Schuyler, Scotland, Shelby and Warren. The NEMO WDB oversees three Missouri Job Centers in Kirksville, Hannibal, and Warrenton. The region is a home to 76,989, or 2.9%, of the state's workforce.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

Northeast region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

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APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain Civilian Labor Force or Population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

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The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

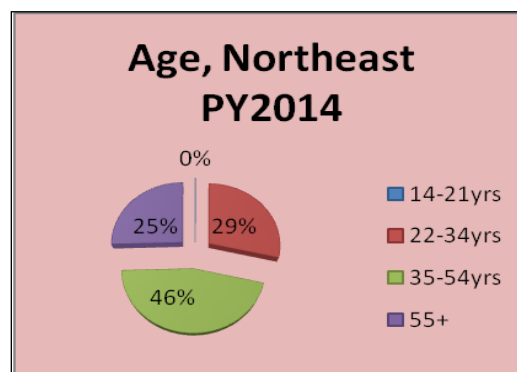
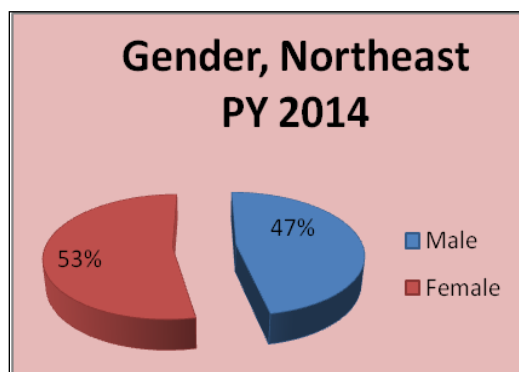
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

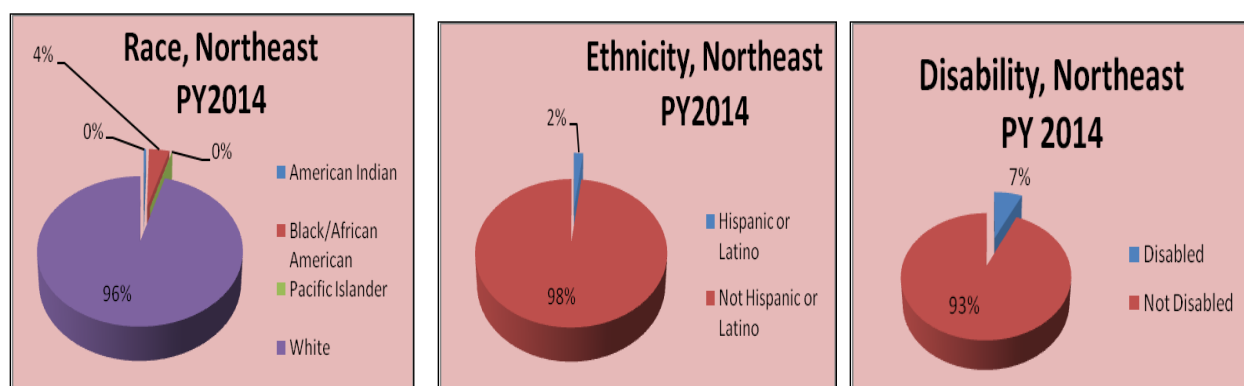
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

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WIA/WIOA Adult PY14	Total Exited	Employed 1st qtr after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st qtr Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	4,894	2,825	878	100.00%	57.72%		17.94%	
Male	2,879	1,590	424	58.83%	55.23%	90.14%	14.73%	65.33%
Female	2,014	1,234	454	41.15%	61.27%	Best	22.54%	Best
All Age	4,894	2,825	878	100.00%	57.72%		17.94%	
14-21	622	402	114	12.71%	64.63%	Best	18.33%	99.82%
22-29	1,129	684	199	23.07%	60.58%	93.74%	17.63%	95.99%
30-54	2,527	1,441	464	51.63%	57.02%	88.23%	18.36%	Best
55+	616	298	101	12.59%	48.38%	74.85%	16.40%	89.30%
All Race	4,894	2,825	878	100.00%	57.72%		17.94%	
American Indian	41	21	10	0.84%	Insuf Data	N/A	Insuf Data	N/A
Asian	13	8	6	0.27%	Insuf Data	N/A	Insuf Data	N/A
Black	327	199	64	6.68%	60.86%	Best	19.57%	Best
Pacific Islander	4	3		0.08%	Insuf Data	N/A	Insuf Data	N/A
White	4,303	2,488	770	87.92%	57.82%	95.01%	17.89%	91.43%
Other	206	106	28	4.21%	51.46%	84.55%	13.59%	69.45%
All Hispanic	4,894	2,825	878	100.00%	57.72%		17.94%	
Hispanic	103	58	20	2.10%	56.31%	Best	19.42%	Best
n/a	9	8	3	0.18%	Insuf Data	N/A	Insuf Data	N/A
All Disability	4,894	2,825	878	100.00%	57.72%		17.94%	
Disabled	255	99	24	5.21%	38.82%	65.94%	9.41%	51.01%
Not Disabled	4,574	2,693	844	93.46%	58.88%	Best	18.45%	Best

80% Rule Analysis Output:

WIA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	4,894	2,825	878	100.00%	0.5772	3.55%			0.1794			
Male	2,879	1,590	424	58.83%	0.5523	6.04%	1.3020%	4.64	0.1473	7.81%	1.0113%	7.73
Female	2,014	1,234	454	41.15%	0.6127	0.00%	1.4350%	0.00	0.2254	0.00%	1.1146%	0.00
All Age	4,894	2,825	878	100.00%	0.5772				0.1794			
14-21	622	402	114	12.71%	0.6463	0.00%	2.2111%	0.00	0.1833	0.03%	1.7174%	0.02
22-29	1,129	684	199	23.07%	0.6058	4.05%	1.7684%	2.29	0.1763	0.74%	1.3735%	0.54
30-54	2,527	1,441	464	51.63%	0.5702	7.61%	1.3898%	5.47	0.1836	0.00%	1.0794%	0.00
55+	616	298	101	12.59%	0.4838	16.25%	2.2198%	7.32	0.1640	1.97%	1.7241%	1.14
All Race	4,894	2,825	878	100.00%	0.5772				0.1794			
American Indian	41	21	10	0.84%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	13	8	6	0.27%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	327	199	64	6.68%	0.6086	0.00%	2.8337%	0.00	0.1957	0.00%	2.2010%	0.00
Pacific Islander	4	3		0.08%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,303	2,488	770	87.92%	0.5782	3.04%	1.0650%	2.85	0.1789	1.68%	0.8272%	2.03
Other	206	106	28	4.21%	0.5146	9.40%	3.5233%	2.67	0.1359	5.98%	2.7365%	2.19
All Hispanic	4,894	2,825	878	100.00%	0.5772				0.1794			
Hispanic	103	58	20	2.10%	0.5631	0.00%	6.8837%	0.00	0.1942	0.00%	5.3466%	0.00
n/a	9	8	3	0.18%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	4,894	2,825	878	100.00%	0.5772				0.1794			
Disabled	255	99	24	5.21%	0.3882	20.05%	3.1786%	6.31	0.0941	9.04%	2.4688%	3.66
Not Disabled	4,574	2,693	844	93.46%	0.5888	0.00%	1.0330%	0.00	0.1845	0.00%	0.8023%	0.00

Two Standard Deviation Test Analysis Output

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Wagner Peyser Program.

Wagner - Peyser PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	5,552	3,185	996	100.00%	57.37%		17.94%	
Male	3,263	1,798	483	58.77%	55.10%	90.94%	14.80%	66.05%
Female	2,289	1,387	513	41.23%	60.59%	Best	22.41%	Best
All Age	5,552	3,185	996	100.00%	57.37%		17.94%	
14-21	844	511	149	15.20%	60.55%	99.27%	17.65%	94.63%
22-29	1,274	777	230	22.95%	60.99%	Best	18.05%	96.77%
30-54	2,766	1,580	516	49.82%	57.12%	93.66%	18.66%	Best
55+	668	317	101	12.03%	47.46%	77.81%	15.12%	81.05%
All Race	5,552	3,185	996	100.00%	57.37%		17.94%	
American Indian	45	21	10	0.81%	Insuf Data	N/A	Insuf Data	N/A
Asian	14	8	6	0.25%	Insuf Data	N/A	Insuf Data	N/A
Black	363	217	71	6.54%	59.78%	Best	19.56%	Best
Pacific Islander	4	3		0.07%	Insuf Data	N/A	Insuf Data	N/A
White	4,841	2,783	867	87.19%	57.49%	96.17%	17.91%	91.57%
All Hispanic	5,552	3,185	996	100.00%	57.37%		17.94%	
Hispanic	119	67	27	2.14%	56.30%	98.57%	22.69%	Best
n/a	5,294	3,024	941	95.35%	57.12%	Best	17.77%	78.34%
All Disability	5,552	3,185	996	100.00%	57.37%		17.94%	
Disabled	135	49	12	2.43%	36.30%	62.70%	8.89%	48.93%
Not Disabled	5,417	3,136	984	97.57%	57.89%	Best	18.17%	Best

80% Rule Analysis Output

Wagner-Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	5,552	3,185	996	100.00%	0.5737				0.1794			
Male	3,263	1,798	483	58.77%	0.5510	5.49%	1.2244%	4.49	0.1480	7.61%	0.9499%	8.01
Female	2,289	1,387	513	41.23%	0.6059	0.00%	1.3483%	0.00	0.2241	0.00%	1.0461%	0.00
All Age	5,552	3,185	996	100.00%	0.5737				0.1794			
14-21	844	511	149	15.20%	0.6055	0.44%	1.9447%	0.23	0.1765	1.00%	1.5088%	0.66
22-29	1,274	777	230	22.95%	0.6099	0.00%	1.6745%	0.00	0.1805	0.60%	1.2991%	0.46
30-54	2,766	1,580	516	49.82%	0.5712	3.87%	1.3298%	2.91	0.1866	0.00%	1.0317%	0.00
55+	668	317	101	12.03%	0.4746	13.53%	2.1320%	6.35	0.1512	3.54%	1.6541%	2.14
All Race	5,552	3,185	996	100.00%	0.5737				0.1794			
American Indian	45	21	10	0.81%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	14	8	6	0.25%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	363	217	71	6.54%	0.5978	0.00%	2.6912%	0.00	0.1956	0.00%	2.0879%	0.00
Pacific Islander	4	3		0.07%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,841	2,783	867	87.19%	0.5749	2.29%	1.0052%	2.28	0.1791	1.65%	0.7799%	2.12
All Hispanic	5,552	3,185	996	100.00%	0.5737				0.1794			
Hispanic	119	67	27	2.14%	0.5630	0.82%	4.5841%	0.18	0.2269	0.00%	3.5565%	0.00
n/a	5,294	3,024	941	95.35%	0.5712	0.00%	0.9612%	0.00	0.1777	4.91%	0.7458%	6.59
All Disability	5,552	3,185	996	100.00%	0.5737				0.1794			
Disabled	135	49	12	2.43%	0.3630	21.60%	4.3091%	5.01	0.0889	9.28%	3.3431%	2.77
Not Disabled	5,417	3,136	984	97.57%	0.5789	0.00%	0.9503%	0.00	0.1817	0.00%	0.7372%	0.00

Two Standard Deviation Test Analysis Output:

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WIA/WIOA DISLOCATED WORKER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Dislocated Worker Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	1,939	1,028	357	100.00%	53.02%		18.41%	
Male	1,086	549	137	56.01%	50.55%	90.11%	12.62%	48.85%
Female	852	478	220	43.94%	56.10%	Best	25.82%	Best
All Age	1,939	1,028	357	100.00%	53.02%		18.41%	
14-21	80	56	15	4.13%	70.00%	Best	18.75%	93.75%
22-29	319	168	48	16.45%	52.66%	75.24%	15.05%	75.24%
30-54	1,175	635	235	60.60%	54.04%	77.20%	20.00%	Best
55+	365	169	59	18.82%	46.30%	66.14%	16.16%	80.82%
All Race	1,939	1,028	357	100.00%	53.02%		18.41%	
American Indian	12	4	3	0.62%	Insuf Data	N/A	Insuf Data	N/A
Asian	6	3	3	0.31%	Insuf Data	N/A	Insuf Data	N/A
Black	98	56	15	5.05%	57.14%	Best	15.31%	81.56%
Pacific Islander	1	1		0.05%	Insuf Data	N/A	Insuf Data	N/A
White	1,769	940	332	91.23%	53.14%	92.99%	18.77%	Best
Other	53	24	4	2.73%	45.28%	79.25%	7.55%	40.21%
All Hispanic	1,939	1,028	357	100.00%	53.02%		18.41%	
Hispanic	24	11	4	1.24%	Insuf Data	N/A	Insuf Data	N/A
n/a	5	5	2	0.26%	Insuf Data	N/A	Insuf Data	N/A
All Disability	1,939	1,028	357	100.00%	53.02%		18.41%	
Disabled	71	29	6	3.66%	40.85%	76.32%	8.45%	44.88%
Not Disabled	1,848	989	348	95.31%	53.52%	Best	18.83%	Best

80% Rule Analysis Output:

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	1,939	1,028	357	100.00%	0.5302				0.1841			
Male	1,086	549	137	56.01%	0.5055	5.55%	2.1418%	2.59	0.1262	13.21%	1.6633%	7.94
Female	852	478	220	43.94%	0.5610	0.00%	2.2841%	0.00	0.2582	0.00%	1.7738%	0.00
All Age	1,939	1,028	357	100.00%	0.5302				0.1841			
14-21	80	56	15	4.13%	0.7000	0.00%	5.7668%	0.00	0.1875	1.25%	4.4783%	0.28
22-29	319	168	48	16.45%	0.5266	17.34%	3.1509%	5.50	0.1505	4.95%	2.4469%	2.02
30-54	1,175	635	235	60.60%	0.5404	15.96%	2.0591%	7.75	0.2000	0.00%	1.5990%	0.00
55+	365	169	59	18.82%	0.4630	23.70%	2.9907%	7.92	0.1616	3.84%	2.3225%	1.65
All Race	1,939	1,028	357	100.00%	0.5302				0.1841			
American Indian	12	4	3	0.62%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	6	3	3	0.31%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	98	56	15	5.05%	0.5714	0.00%	5.1793%	0.00	0.1531	3.46%	4.0221%	0.86
Pacific Islander	1	1		0.05%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	1,769	940	332	91.23%	0.5314	4.01%	1.6781%	2.39	0.1877	0.00%	1.3032%	0.00
Other	53	24	4	2.73%	0.4528	11.86%	6.9575%	1.70	0.0755	11.22%	5.4030%	2.08
All Hispanic	1,939	1,028	357	100.00%	0.5302				0.1841			
Hispanic	24	11	4	1.24%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	5	5	2	0.26%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	1,939	1,028	357	100.00%	0.5302				0.1841			
Disabled	71	29	6	3.66%	0.4085	12.67%	6.0358%	2.10	0.0845	10.38%	4.6872%	2.21
Not Disabled	1,848	989	348	95.31%	0.5352	0.00%	1.6419%	0.00	0.1883	0.00%	1.2750%	0.00

Two Standard Deviation Test Analysis Output:

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WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Youth Services Program

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	92	47	76	11	100.00%	51.09%		82.61%		11.96%	
Male	42	17	35	8	45.65%	40.48%	67.46%	83.33%	Best	19.05%	Best
Female	50	30	41	3	54.35%	60.00%	Best	82.00%	98.40%	6.00%	31.50%
All Age	92	47	76	11	100.00%	51.09%		82.61%		11.96%	
14-18	64	37	57	5	69.57%	57.81%	Best	89.06%	Best	7.81%	36.46%
19-21	28	10	19	6	30.43%	35.71%	61.78%	67.86%	76.19%	21.43%	Best
All Race	92	47	76	11	100.00%	51.09%		82.61%		11.96%	
American Indian	1	1	1		1.09%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	4	2	4	1	4.35%	50.00%	95.35%	100.00%	Best	25.00%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	82	43	68	10	89.13%	52.44%	Best	82.93%	82.93%	12.20%	48.78%
All Hispanic	92	47	76	11	100.00%	51.09%		82.61%		11.96%	
Hispanic	3	1	2		3.26%	33.33%	64.44%	66.67%	80.56%	0.00%	0.00%
n/a	87	45	72	11	94.57%	51.72%	Best	82.76%	Best	12.64%	Best
All Disability	92	47	76	11	100.00%	51.09%		82.61%		11.96%	
Disabled	9	6	9		9.78%	66.67%	Best	100.00%	Best	0.00%	0.00%
Not Disabled	83	41	67	11	90.22%	49.40%	74.10%	80.72%	80.72%	13.25%	Best

80% Rule Analysis Output:

WIA/WIOA Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Received Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Received Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	92	47	76	11	100%	0.5109				0.8261			
Male	42	17	35	8	46%	0.4048	19.52%	10.4629%	1.87	0.8333	0.00%	7.9335%	0.00
Female	50	30	41	3	54%	0.6000	0.00%	9.9976%	0.00	0.8200	1.33%	7.5807%	0.18
All Age	92	47	76	11	100%	0.5109				0.8261			
14-18	64	37	57	5	70%	0.5781	0.00%	8.8367%	0.00	0.8906	0.00%	6.7005%	0.00
19-21	28	10	19	6	30%	0.3571	22.10%	11.3264%	1.95	0.6786	21.21%	8.5882%	2.47
All Race	92	47	76	11	100%	0.5109				0.8261			
American Indian	1	1	1		1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	4	2	4	1	4%	0.5000	2.44%	25.5964%	0.10	1.0000	0.00%	19.4085%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	82	43	68	10	89%	0.5244	0.00%	7.8068%	0.00	0.8293	17.07%	5.9195%	2.88
All Hispanic	92	47	76	11	100%	0.5109				0.8261			
Hispanic	3	1	2		3%	0.3333	18.39%	29.3541%	0.63	0.6667	16.09%	22.2577%	0.72
n/a	87	45	72	11	95%	0.5172	0.00%	7.5792%	0.00	0.8276	0.00%	5.7469%	0.00
All Disability	92	47	76	11	100%	0.5109				0.8261			
Disabled	9	6	9		10%	0.6667	0.00%	17.5429%	0.00	1.0000	0.00%	13.3019%	0.00
Not Disabled	83	41	67	11	90%	0.4940	17.27%	7.7597%	2.23	0.8072	19.28%	5.8838%	3.28

Two Standard Deviation Test Analysis Output:

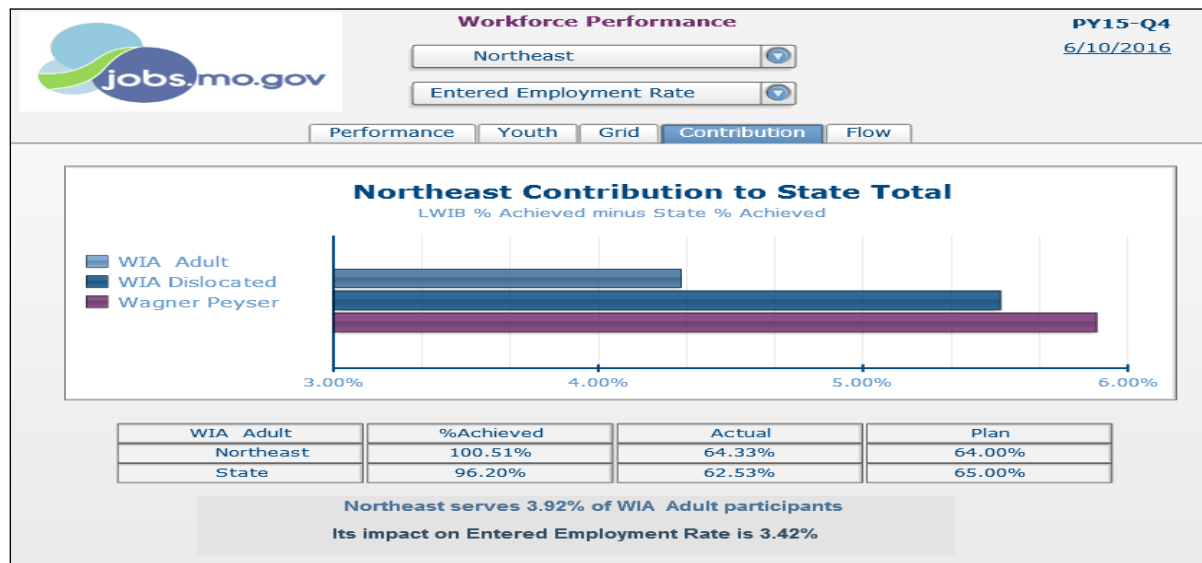
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ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE	80% RULE	2.0 STD.DE
ALL GENDER														
Male	X	X									X	X		
Female					X	X								
ALL AGE														
14 - 21							X							
22 - 29							X	X	X	X	X			
30 - 54							X	X	X	X	X			
55+	X	X												
ALL RACE														
American Indian														
Asian														
Black									X		X	X	X	
Pacific Islander														
White														
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability	X													
Non-Disability														

Snapshot showing Northeast Region Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
Northeast	105.79%	67.70%	64.00%
State	99.90%	64.94%	65.00%

Northeast serves 3.87% of Wagner Peyser participants
Its impact on Entered Employment Rate is 3.73%

WIA Dislocated	%Achieved	Actual	Plan
Northeast	97.55%	63.41%	65.00%
State	92.03%	64.42%	70.00%

Northeast serves 2.95% of WIA Dislocated participants
Its impact on Entered Employment Rate is 2.89%

Source: Information were captured from the MOPerforms database system

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REGION'S OUTREACH STRATEGIES

The region provided great targeted outreach strategies that are being implemented as ways of addressing issues in the specific programs concern. Strategies to ensure we are adequately providing outreach to all populations included increasing outreach efforts to these sources and exploring new avenues for outreach, especially for disabled and older populations.

Strategies below outlined some major outreach plans captured from the region's report:

- placing more comprehensive information on our programs/services at partner locations identified;
- Enhancing referrals processes to and from partner agencies in the region.
- Attending, programs/services sharing, reporting and presenting at community groups/partner meetings.
- Networking, resource sharing to identified partners or agency representatives to provide additional outreach efforts for youth, disabled, adult/DW, minority populations, veterans, older workers.

NORTHWEST REGION

The Northwest Region Workforce Development Board consists of 18 counties in Northwest Missouri, and takes in all of western Missouri north of the Kansas City area and stretches almost two-thirds of the way across the State to the east. It is a geographically large area that is sparsely populated with the exception of the St. Joseph Metropolitan Statistical Area (MSA). Buchanan, Andrew, and DeKalb counties make up the Missouri portion of the St. Joseph MO-KS MSA.

All the Services are offered through the four Missouri Job Centers; St Joseph, Maryville, Trenton, and Chillicothe. It is worth saying that the Youth services in the St Joseph area are provided by St Joseph Youth Alliance.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

Northeast region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

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Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

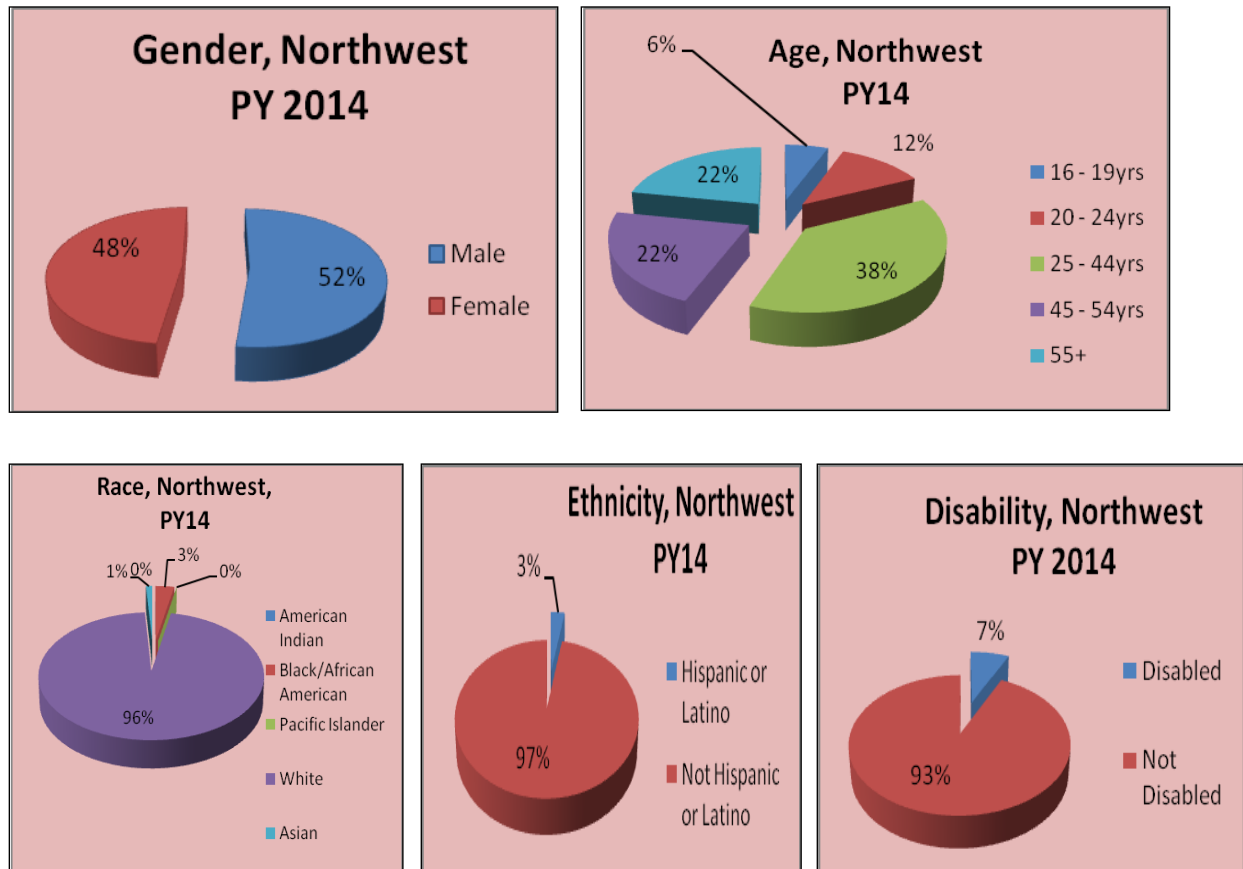
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic

excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	6,598	3,844	1,254	100.00%	58.26%		19.01%	
Male	3,916	2,251	691	59.35%	57.48%	96.80%	17.65%	84.03%
Female	2,681	1,592	563	40.63%	59.38%	Best	21.00%	Best
All Age	6,598	3,844	1,254	100.00%	58.26%		19.01%	
14-21	641	416	143	9.72%	64.90%	Best	22.31%	Best
22-29	1,461	916	303	22.14%	62.70%	96.61%	20.74%	92.96%
30-54	3,616	2,088	675	54.80%	57.74%	88.97%	18.67%	83.68%
55+	880	424	133	13.34%	48.18%	74.24%	15.11%	67.75%
All Race	6,598	3,844	1,254	100.00%	58.26%		19.01%	
American Indian	55	34	11	0.83%	Insuf Data	N/A	Insuf Data	N/A
Asian	37	19	9	0.56%	Insuf Data	N/A	Insuf Data	N/A
Black	541	325	111	8.20%	60.07%	Best	20.52%	97.79%
Pacific Islander	53	29	10	0.80%	Insuf Data	N/A	Insuf Data	N/A
White	5,545	3,222	1,036	84.04%	58.11%	96.72%	18.68%	89.05%
Other	367	215	77	5.56%	58.58%	97.52%	20.98%	Best
All Hispanic	6,598	3,844	1,254	100.00%	58.26%		19.01%	
Hispanic	246	149	50	3.73%	60.57%	Best	20.33%	Best
n/a	10	6	2	0.15%	Insuf Data	N/A	Insuf Data	N/A
All Disability	6,598	3,844	1,254	100.00%	58.26%		19.01%	
Disabled	414	173	55	6.27%	41.79%	70.04%	13.29%	68.19%
Not Disabled	6,088	3,632	1,186	92.27%	59.66%	Best	19.48%	Best

80% Rule Analysis Output

Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIOA/WIA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	6,598	3,844	1,254	100.00%	0.5826				0.1901			
Male	3,916	2,251	691	59.35%	0.5748	1.90%	1.1144%	1.70	0.1765	3.35%	0.8867%	3.78
Female	2,681	1,592	563	40.63%	0.5938	0.00%	1.2361%	0.00	0.2100	0.00%	0.9835%	0.00
All Age	6,598	3,844	1,254	100.00%	0.5826				0.1901			
14-21	641	416	143	9.72%	0.6490	0.00%	2.1133%	0.00	0.2231	0.00%	1.6814%	0.00
22-29	1,461	916	303	22.14%	0.6270	2.20%	1.5287%	1.44	0.2074	1.57%	1.2163%	1.29
30-54	3,616	2,088	675	54.80%	0.5774	7.16%	1.1597%	6.17	0.1867	3.64%	0.9227%	3.95
55+	880	424	133	13.34%	0.4818	16.72%	1.8536%	9.02	0.1511	7.20%	1.4748%	4.88
All Race	6,598	3,844	1,254	100.00%	0.5826				0.1901			
American Indian	55	34	11	0.83%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	37	19	9	0.56%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	541	325	111	8.20%	0.6007	0.00%	2.2212%	0.00	0.2052	0.46%	1.7672%	0.26
Pacific Islander	53	29	10	0.80%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,545	3,222	1,036	84.04%	0.5811	1.97%	0.9365%	2.10	0.1868	2.30%	0.7451%	3.08
Other	367	215	77	5.56%	0.5858	1.49%	2.6579%	0.56	0.2098	0.00%	2.1147%	0.00
All Hispanic	6,598	3,844	1,254	100.00%	0.5826				0.1901			
Hispanic	246	149	50	3.73%	0.6057	0.00%	4.4464%	0.00	0.2033	0.00%	3.5377%	0.00
n/a	10	6	2	0.15%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	6,598	3,844	1,254	100.00%	0.5826				0.1901			
Disabled	414	173	55	6.27%	0.4179	17.87%	2.5047%	7.14	0.1329	6.20%	1.9928%	3.11
Not Disabled	6,088	3,632	1,186	92.27%	0.5966	0.00%	0.8938%	0.00	0.1948	0.00%	0.7111%	0.00

Two Standard Deviation Test Analysis Output:

WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Wagner Peyser Program.

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	7,104	4,107	1,342	100.00%	57.81%		18.89%	
Male	4,191	2,387	734	58.99%	56.96%	96.46%	17.51%	83.91%
Female	2,913	1,720	608	41.01%	59.05%	Best	20.87%	Best
All Age	7,104	4,107	1,342	100.00%	57.81%		18.89%	
14-21	758	477	173	10.67%	62.93%	Best	22.82%	Best
22-29	1,574	968	322	22.16%	61.50%	97.73%	20.46%	89.63%
30-54	3,826	2,205	708	53.86%	57.63%	91.58%	18.50%	81.08%
55+	946	457	139	13.32%	48.31%	76.77%	14.69%	64.38%
All Race	7,104	4,107	1,342	100.00%	57.81%		18.89%	
American Indian	58	37	12	0.82%	Insuf Data	N/A	Insuf Data	N/A
Asian	39	20	10	0.55%	Insuf Data	N/A	Insuf Data	N/A
Black	587	354	127	8.26%	60.31%	Best	21.64%	Best
Pacific Islander	57	30	10	0.80%	Insuf Data	N/A	Insuf Data	N/A
White	5,933	3,420	1,092	83.52%	57.64%	95.58%	18.41%	85.07%
All Hispanic	7,104	4,107	1,342	100.00%	57.81%		18.89%	
Hispanic	254	150	53	3.58%	59.06%	Best	20.87%	Best
n/a	6,693	3,854	1,249	94.21%	57.58%	97.51%	18.66%	89.43%
All Disability	7,104	4,107	1,342	100.00%	57.81%		18.89%	
Disabled	229	100	31	3.22%	43.67%	74.92%	13.54%	70.99%
Not Disabled	6,875	4,007	1,311	96.78%	58.28%	Best	19.07%	Best

80% Rule Analysis Output

Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Wagner-Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	7,104	4,107	1,342	100.00%	0.5781				0.1889			
Male	4,191	2,387	734	58.99%	0.5696	2.09%	1.0788%	1.94	0.1751	3.36%	0.8551%	3.93
Female	2,913	1,720	608	41.01%	0.5905	0.00%	1.1913%	0.00	0.2087	0.00%	0.9442%	0.00
All Age	7,104	4,107	1,342	100.00%	0.5781				0.1889			
14-21	758	477	173	10.67%	0.6293	0.00%	1.9634%	0.00	0.2282	0.00%	1.5562%	0.00
22-29	1,574	968	322	22.16%	0.6150	1.43%	1.4789%	0.97	0.2046	2.37%	1.1721%	2.02
30-54	3,826	2,205	708	53.86%	0.5763	5.30%	1.1291%	4.69	0.1850	4.32%	0.8950%	4.83
55+	946	457	139	13.32%	0.4831	14.62%	1.7932%	8.15	0.1469	8.13%	1.4213%	5.72
All Race	7,104	4,107	1,342	100.00%	0.5781				0.1889			
American Indian	58	37	12	0.82%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	39	20	10	0.55%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	587	354	127	8.26%	0.6031	0.00%	2.1368%	0.00	0.2164	0.00%	1.6937%	0.00
Pacific Islander	57	30	10	0.80%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,933	3,420	1,092	83.52%	0.5764	2.66%	0.9067%	2.94	0.1841	3.23%	0.7187%	4.49
All Hispanic	7,104	4,107	1,342	100.00%	0.5781				0.1889			
Hispanic	254	150	53	3.58%	0.5906	0.00%	3.1570%	0.00	0.2087	0.00%	2.5023%	0.00
n/a	6,693	3,854	1,249	94.21%	0.5758	1.47%	0.8537%	1.72	0.1866	2.20%	0.6767%	3.26
All Disability	7,104	4,107	1,342	100.00%	0.5781				0.1889			
Disabled	229	100	31	3.22%	0.4367	14.62%	3.3174%	4.41	0.1354	5.53%	2.6294%	2.10
Not Disabled	6,875	4,007	1,311	96.78%	0.5828	0.00%	0.8423%	0.00	0.1907	0.00%	0.6676%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA DISLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Youth Services Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	2,559	1,462	511	100.00%	57.13%		19.97%	
Male	1,372	758	245	53.61%	55.25%	93.15%	17.86%	79.69%
Female	1,187	704	266	46.39%	59.31%	Best	22.41%	Best
All Age	2,559	1,462	511	100.00%	57.13%		19.97%	
14-21	89	66	23	3.48%	74.16%	Best	25.84%	Best
22-29	430	275	103	16.80%	63.95%	86.24%	23.95%	92.69%
30-54	1,530	874	299	59.79%	57.12%	77.03%	19.54%	75.62%
55+	510	247	86	19.93%	48.43%	65.31%	16.86%	65.25%
All Race	2,559	1,462	511	100.00%	57.13%		19.97%	
American Indian	13	10	5	0.51%	Insuf Data	N/A	Insuf Data	N/A
Asian	7	3	2	0.27%	Insuf Data	N/A	Insuf Data	N/A
Black	144	87	34	5.63%	60.42%	Best	23.61%	Best
Pacific Islander	7	4	1	0.27%	Insuf Data	N/A	Insuf Data	N/A
White	2,278	1,295	446	89.02%	56.85%	94.09%	19.58%	82.92%
Other	110	63	23	4.30%	57.27%	94.80%	20.91%	88.56%
All Hispanic	2,559	1,462	511	100.00%	57.13%		19.97%	
Hispanic	67	40	16	2.62%	59.70%	Best	23.88%	Best
n/a	5	3		0.20%	Insuf Data	N/A	Insuf Data	N/A
All Disability	2,559	1,462	511	100.00%	57.13%		19.97%	
Disabled	122	54	20	4.77%	44.26%	76.36%	16.39%	81.29%
Not Disabled	2,405	1,394	485	93.98%	57.96%	Best	20.17%	Best

80% Rule Analysis Output

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WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviation
All Gender	2,559	1,462	511	100.00%	0.5713				0.1997			
Male	1,372	758	245	53.61%	0.5525	4.06%	1.8895%	2.15	0.1786	4.55%	1.5263%	2.98
Female	1,187	704	266	46.39%	0.5931	0.00%	1.9617%	0.00	0.2241	0.00%	1.5847%	0.00
All Age	2,559	1,462	511	100.00%	0.5713				0.1997			
14-21	89	66	23	3.48%	0.7416	0.00%	5.3962%	0.00	0.2584	0.00%	4.3590%	0.00
22-29	430	275	103	16.80%	0.6395	10.20%	2.7012%	3.78	0.2395	1.89%	2.1820%	0.87
30-54	1,530	874	299	59.79%	0.5712	17.03%	1.7893%	9.52	0.1954	6.30%	1.4454%	4.36
55+	510	247	86	19.93%	0.4843	25.73%	2.5304%	10.17	0.1686	8.98%	2.0440%	4.39
All Race	2,559	1,462	511	100.00%	0.5713				0.1997			
American Indian	13	10	5	0.51%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	7	3	2	0.27%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	144	87	34	5.63%	0.6042	0.00%	4.2524%	0.00	0.2361	0.00%	3.4351%	0.00
Pacific Islander	7	4	1	0.27%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	2,278	1,295	446	89.02%	0.5685	3.57%	1.4664%	2.43	0.1958	4.03%	1.1845%	3.40
Other	110	63	23	4.30%	0.5727	3.14%	4.8312%	0.65	0.2091	2.70%	3.9026%	0.69
All Hispanic	2,559	1,462	511	100.00%	0.5713				0.1997			
Hispanic	67	40	16	2.62%	0.5970	0.00%	8.5504%	0.00	0.2388	0.00%	6.9069%	0.00
n/a	5	3		0.20%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	2,559	1,462	511	100.00%	0.5713				0.1997			
Disabled	122	54	20	4.77%	0.4426	13.70%	4.5927%	2.98	0.1639	3.77%	3.7100%	1.02
Not Disabled	2,405	1,394	485	93.98%	0.5796	0.00%	1.4271%	0.00	0.2017	0.00%	1.1528%	0.00

Two Standard Deviation Test Analysis Output:

YOUTH SERVICES PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Youth Services Program

WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	77	54	31	15	100.00%	70.13%		40.26%		19.48%	
Male	40	29	17	11	51.95%	72.50%	Best	42.50%	Best	27.50%	Best
Female	37	25	14	4	48.05%	67.57%	93.20%	37.84%	89.03%	10.81%	39.31%
All Age	77	54	31	15	100.00%	70.13%	96.73%	40.26%	94.73%	19.48%	
14-18	61	43	23	13	79.22%	70.49%	Best	37.70%	75.41%	21.31%	Best
19-21	16	11	8	2	20.78%	68.75%	97.53%	50.00%	Best	12.50%	58.65%
All Race	77	54	31	15	100.00%	70.13%	99.49%	40.26%	80.52%	19.48%	
American Indian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	14	10	4	5	18.18%	71.43%	Best	28.57%	64.94%	35.71%	Best
Pacific Islander	1	1			1.30%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	50	33	22	9	64.94%	66.00%	92.40%	44.00%	Best	18.00%	50.40%
All Hispanic	77	54	31	15	100.00%	70.13%		40.26%		19.48%	
Hispanic	3	2	2		3.90%	66.67%	93.59%	66.67%	Best	0.00%	0.00%
n/a	73	52	28	15	94.81%	71.23%	Best	38.36%	57.53%	20.55%	Best
All Disability	77	54	31	15	100.00%	70.13%		40.26%		19.48%	
Disabled	12	9	9	2	15.58%	75.00%	Best	75.00%	Best	16.67%	83.33%
Not Disabled	65	45	22	13	84.42%	69.23%	92.31%	33.85%	45.13%	20.00%	Best

80% Rule Analysis Output

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WIA/WIOA Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Rec'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Rec'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	77	54	31	15	100%	0.7013				0.4026			
Male	40	29	17	11	52%	0.7250	0.00%	10.2342%	0.00	0.4250	0.00%	10.9661%	0.00
Female	37	25	14	4	48%	0.6757	4.93%	10.4396%	0.47	0.3784	4.66%	11.1862%	0.42
All Age	77	54	31	15	100%	0.7013				0.4026			
14-18	61	43	23	13	79%	0.7049	0.00%	8.2874%	0.00	0.3770	12.30%	8.8801%	1.38
19-21	16	11	8	2	21%	0.6875	1.74%	12.8555%	0.14	0.5000	0.00%	13.7749%	0.00
All Race	77	54	31	15	100%	0.7013				0.4026			
American Indian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	14	10	4	5	18%	0.7143	0.00%	13.8392%	0.00	0.2857	15.43%	14.8289%	1.04
Pacific Islander	1	1			1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	50	33	22	9	65%	0.6600	5.43%	9.1538%	0.59	0.4400	0.00%	9.8084%	0.00
All Hispanic	77	54	31	15	100%	0.7013				0.4026			
Hispanic	3	2	2		4%	0.6667	4.57%	26.9622%	0.17	0.6667	0.00%	28.8904%	0.00
n/a	73	52	28	15	95%	0.7123	0.00%	7.5757%	0.00	0.3836	28.31%	8.1175%	3.49
All Disability	77	54	31	15	100%	0.7013				0.4026			
Disabled	12	9	9	2	16%	0.7500	0.00%	14.3803%	0.00	0.7500	0.00%	15.4087%	0.00
Not Disabled	65	45	22	13	84%	0.6923	5.77%	8.0284%	0.72	0.3385	41.15%	8.6026%	4.78

Two Standard Deviation Test Analysis Output

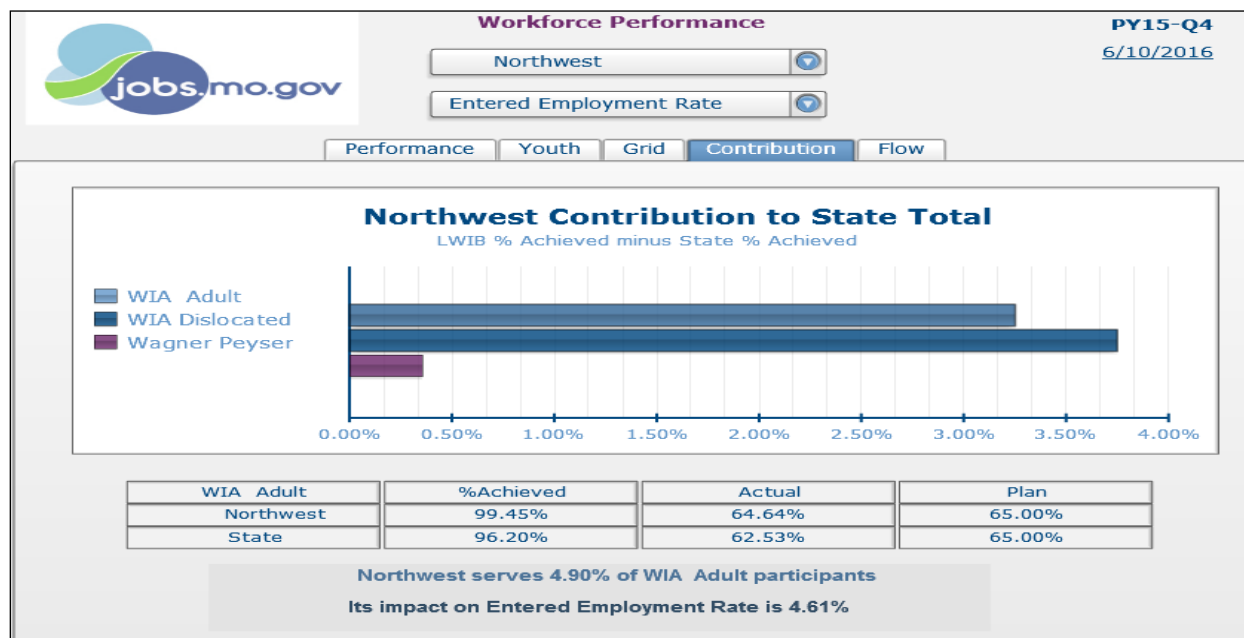
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ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
ALL GENDER	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
Male														
Female														
ALL AGE														
14 - 21														
22 - 29	X													
30 - 54			X											
55+											X			
ALL RACE														
American Indian														
Asian														
Black														
Pacific Islander														
White														
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability														
Non-Disability	X													

Snapshot showing Northwest Region Workforce Performance to State Total in Entered Employment Rate:



WIA Dislocated	%Achieved	Actual	Plan
Northwest	95.78%	67.05%	70.00%
State	92.03%	64.42%	70.00%

Northwest serves 3.90% of WIA Dislocated participants
Its impact on Entered Employment Rate is 3.79%

WIA Dislocated	%Achieved	Actual	Plan
Northwest	95.78%	67.05%	70.00%
State	92.03%	64.42%	70.00%

Northwest serves 3.90% of WIA Dislocated participants
Its impact on Entered Employment Rate is 3.79%

Source: Information were captured from the MOperforms database system

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REGION'S OUTREACH PLANS

Below outlined some major outreach plans captured, that the region believes it implementation will serve as a way of addressing issues in specific programs and activities concern:

- Enhancing the services to people or individuals with disabilities in the region, offer disability awareness training to employers interested throughout our region.
- Increase in more monitoring activities on occupational skills data to watch for cases of inconsistencies that could be a result of gender stigmas. Based on the results of these reviews, the Equal Opportunity Officer will put together training sessions, as well as recommendations, for Job Center Staff to follow.
- Continue partnership with other agencies in providing services to customers/client in the region.

OZARK REGION

The Local Workforce Development Areas under the Ozark region are (Christian, Dallas, Greene, Polk, Stone, Taney, and Webster counties). The Missouri Job Centers for the region are located in Springfield and Branson, Missouri. The Region also provides services through a mobile Career Center that travels throughout the Region.

The Ozark region has partnerships with several agencies, including Preferred Family Healthcare., who was subcontracted for Workforce Innovation and Opportunity Act (WIOA) Youth Services. Each “in-house” partner strives to provide the best possible service to the citizens of the region without regard to race, gender, age, disability, veterans’ status, or ethnicity.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

Ozark region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

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APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region reported that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

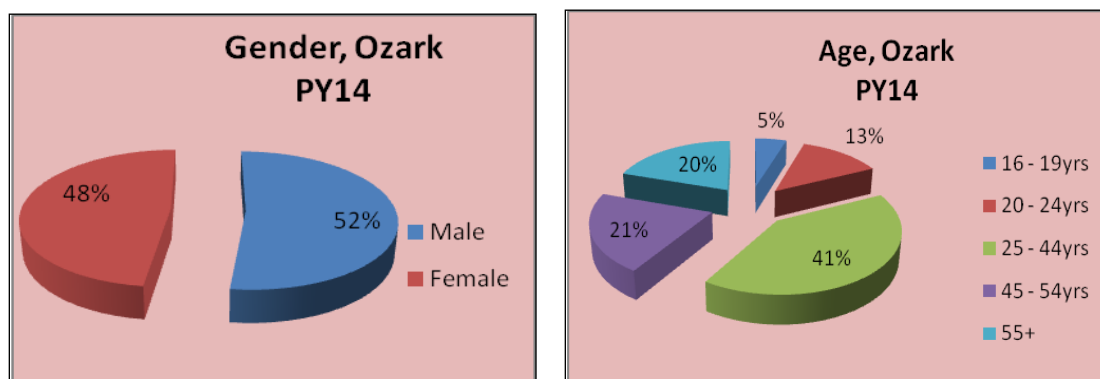
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

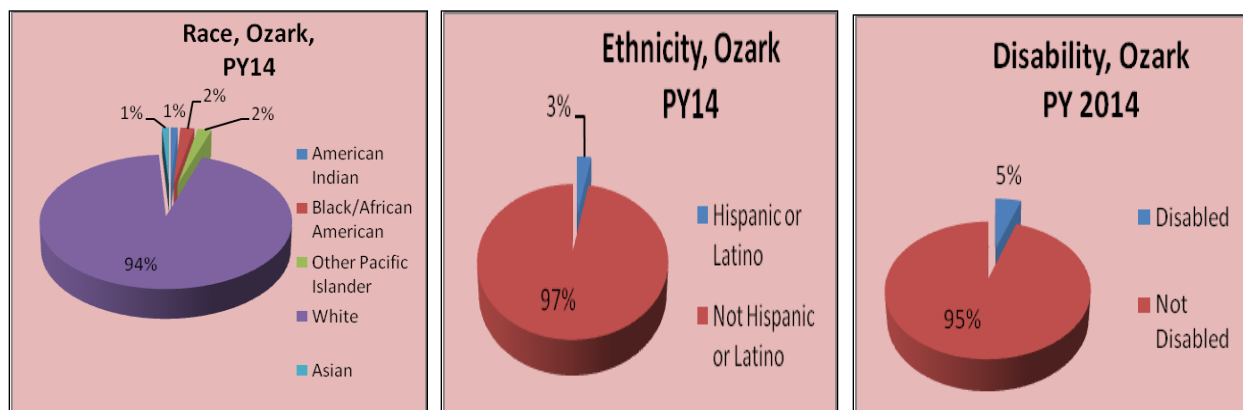
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	14,004	7,968	2,273	100.00%	56.90%		16.23%	
Male	7,705	4,386	1,185	55.02%	56.92%	Best	15.38%	89.05%
Female	6,294	3,581	1,087	44.94%	56.90%	99.95%	17.27%	Best
All Age	14,004	7,968	2,273	100.00%	56.90%		16.23%	
14-21	1,190	761	224	8.50%	63.95%	Best	18.82%	Best
22-29	2,902	1,782	486	20.72%	61.41%	96.02%	16.75%	88.97%
30-54	7,481	4,289	1,211	53.42%	57.33%	89.65%	16.19%	86.00%
55+	2,428	1,136	352	17.34%	46.79%	73.16%	14.50%	77.02%
All Race	14,004	7,968	2,273	100.00%	56.90%		16.23%	
American Indian	185	108	36	1.32%	Insuf Data	N/A	Insuf Data	N/A
Asian	86	48	11	0.61%	Insuf Data	N/A	Insuf Data	N/A
Black	783	487	142	5.59%	62.20%	Best	18.14%	Best
Pacific Islander	46	28	11	0.33%	Insuf Data	N/A	Insuf Data	N/A
White	12,097	6,840	1,933	86.38%	56.54%	90.91%	15.98%	88.11%
Other	807	457	140	5.76%	56.63%	91.05%	17.35%	95.66%
All Hispanic	14,004	7,968	2,273	100.00%	56.90%		16.23%	
Hispanic	487	302	94	3.48%	62.01%	Best	19.30%	Best
n/a	31	25	7	0.22%	Insuf Data	N/A	Insuf Data	N/A
All Disability	14,004	7,968	2,273	100.00%	56.90%		16.23%	
Disabled	868	343	90	6.20%	39.52%	67.67%	10.37%	62.00%
Not Disabled	12,891	7,528	2,156	92.05%	58.40%	Best	16.72%	Best

80% Rule Analysis Output:

WIOA/WIA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	14,004	7,968	2,273	100.00%	0.5690				0.1623			
Male	7,705	4,386	1,185	55.02%	0.5692	0.00%	0.7979%	0.00	0.1538	1.89%	0.5941%	3.18
Female	6,294	3,581	1,087	44.94%	0.5690	0.03%	0.8414%	0.03	0.1727	0.00%	0.6265%	0.00
All Age	14,004	7,968	2,273	100.00%	0.5690				0.1623			
14-21	1,190	761	224	8.50%	0.6395	0.00%	1.5455%	0.00	0.1882	0.00%	1.1508%	0.00
22-29	2,902	1,782	486	20.72%	0.6141	2.54%	1.0830%	2.35	0.1675	2.08%	0.8064%	2.57
30-54	7,481	4,289	1,211	53.42%	0.5733	6.62%	0.8097%	8.17	0.1619	2.64%	0.6029%	4.37
55+	2,428	1,136	352	17.34%	0.4679	17.16%	1.1567%	14.84	0.1450	4.33%	0.8612%	5.02
All Race	14,004	7,968	2,273	100.00%	0.5690				0.1623			
American Indian	185	108	36	1.32%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	86	48	11	0.61%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	783	487	142	5.59%	0.6220	0.00%	1.8261%	0.00	0.1814	0.00%	1.3597%	0.00
Pacific Islander	46	28	11	0.33%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	12,097	6,840	1,933	86.38%	0.5654	5.65%	0.6368%	8.88	0.1598	2.16%	0.4741%	4.55
Other	807	457	140	5.76%	0.5663	5.57%	1.8005%	3.09	0.1735	0.79%	1.3406%	0.59
All Hispanic	14,004	7,968	2,273	100.00%	0.5690				0.1623			
Hispanic	487	302	94	3.48%	0.6201	0.00%	3.1736%	0.00	0.1930	0.00%	2.3630%	0.00
n/a	31	25	7	0.22%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	14,004	7,968	2,273	100.00%	0.5690				0.1623			
Disabled	868	343	90	6.20%	0.3952	18.88%	1.7366%	10.87	0.1037	6.36%	1.2930%	4.92
Not Disabled	12,891	7,528	2,156	92.05%	0.5840	0.00%	0.6168%	0.00	0.1672	0.00%	0.4593%	0.00

Two Standard Deviation Test Analysis Output:

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Wagner Peyser Program.

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	15,060	8,493	2,411	100.00%	56.39%		16.01%	
Male	8,341	4,698	1,271	55.39%	56.32%	99.72%	15.24%	89.81%
Female	6,719	3,795	1,140	44.61%	56.48%	Best	16.97%	Best
All Age	15,060	8,493	2,411	100.00%	56.39%		16.01%	
14-21	1,500	895	267	9.96%	59.67%	97.15%	17.80%	Best
22-29	3,074	1,888	510	20.41%	61.42%	Best	16.59%	93.21%
30-54	7,940	4,522	1,270	52.72%	56.95%	92.73%	15.99%	89.86%
55+	2,546	1,188	364	16.91%	46.66%	75.97%	14.30%	80.32%
All Race	15,060	8,493	2,411	100.00%	56.39%		16.01%	
American Indian	195	112	37	1.29%	Insuf Data	N/A	Insuf Data	N/A
Asian	109	59	14	0.72%	Insuf Data	N/A	Insuf Data	N/A
Black	849	518	153	5.64%	61.01%	Best	18.02%	Best
Pacific Islander	50	31	11	0.33%	Insuf Data	N/A	Insuf Data	N/A
White	12,923	7,258	2,041	85.81%	56.16%	92.05%	15.79%	87.64%
All Hispanic	15,060	8,493	2,411	100.00%	56.39%		16.01%	
Hispanic	518	320	101	3.44%	61.78%	Best	19.50%	Best
n/a	14,231	7,987	2,239	94.50%	56.12%	90.85%	15.73%	80.69%
All Disability	15,060	8,493	2,411	100.00%	56.39%		16.01%	
Disabled	446	163	48	2.96%	36.55%	64.12%	10.76%	66.56%
Not Disabled	14,614	8,330	2,363	97.04%	57.00%	Best	16.17%	Best

80% Rule Analysis Output:

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Wagner-Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	15,060	8,493	2,411	100.00%	0.5639				0.1601			
Male	8,341	4,698	1,271	55.39%	0.5632	0.16%	0.7679%	0.21	0.1524	1.73%	0.5678%	3.04
Female	6,719	3,795	1,140	44.61%	0.5648	0.00%	0.8129%	0.00	0.1697	0.00%	0.6011%	0.00
All Age	15,060	8,493	2,411	100.00%	0.5639				0.1601			
14-21	1,500	895	267	9.96%	0.5967	1.75%	1.3961%	1.25	0.1780	0.00%	1.0324%	0.00
22-29	3,074	1,888	510	20.41%	0.6142	0.00%	1.0534%	0.00	0.1659	1.21%	0.7790%	1.55
30-54	7,940	4,522	1,270	52.72%	0.5695	4.47%	0.7870%	5.67	0.1599	1.81%	0.5820%	3.10
55+	2,546	1,188	364	16.91%	0.4666	14.76%	1.1294%	13.07	0.1430	3.50%	0.8352%	4.19
All Race	15,060	8,493	2,411	100.00%	0.5639				0.1601			
American Indian	195	112	37	1.29%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	109	59	14	0.72%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	849	518	153	5.64%	0.6101	0.00%	1.7569%	0.00	0.1802	0.00%	1.2992%	0.00
Pacific Islander	50	31	11	0.33%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	12,923	7,258	2,041	85.81%	0.5616	4.85%	0.6169%	7.86	0.1579	2.23%	0.4562%	4.88
All Hispanic	15,060	8,493	2,411	100.00%	0.5639				0.1601			
Hispanic	518	320	101	3.44%	0.6178	0.00%	2.2181%	0.00	0.1950	0.00%	1.6402%	0.00
n/a	14,231	7,987	2,239	94.50%	0.5612	5.65%	0.5879%	9.61	0.1573	3.76%	0.4347%	8.66
All Disability	15,060	8,493	2,411	100.00%	0.5639				0.1601			
Disabled	446	163	48	2.96%	0.3655	20.45%	2.3837%	8.58	0.1076	5.41%	1.7626%	3.07
Not Disabled	14,614	8,330	2,363	97.04%	0.5700	0.00%	0.5801%	0.00	0.1617	0.00%	0.4290%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA DISLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in red depict adverse impact in the Dislocated Worker Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	5,883	3,281	969	100.00%	55.77%		16.47%	
Male	3,059	1,680	448	52.00%	54.92%	96.86%	14.65%	79.48%
Female	2,822	1,600	520	47.97%	56.70%	Best	18.43%	Best
All Age	5,883	3,281	969	100.00%	55.77%		16.47%	
14-21	166	107	26	2.82%	64.46%	Best	15.66%	89.49%
22-29	937	590	164	15.93%	62.97%	97.69%	17.50%	Best
30-54	3,370	1,921	571	57.28%	57.00%	88.43%	16.94%	96.81%
55+	1,409	663	208	23.95%	47.05%	73.00%	14.76%	84.34%
All Race	5,883	3,281	969	100.00%	55.77%		16.47%	
American Indian	48	32	13	0.82%	Insuf Data	N/A	Insuf Data	N/A
Asian	21	7	1	0.36%	Insuf Data	N/A	Insuf Data	N/A
Black	213	127	40	3.62%	59.62%	Best	18.78%	Best
Pacific Islander	14	11	3	0.24%	Insuf Data	N/A	Insuf Data	N/A
White	5,285	2,924	859	89.84%	55.33%	92.79%	16.25%	86.55%
Other	302	180	53	5.13%	59.60%	99.96%	17.55%	93.45%
All Hispanic	5,883	3,281	969	100.00%	55.77%		16.47%	
Hispanic	170	109	34	2.89%	64.12%	Best	20.00%	Best
n/a	17	13	3	0.29%	Insuf Data	N/A	Insuf Data	N/A
All Disability	5,883	3,281	969	100.00%	55.77%		16.47%	
Disabled	215	83	28	3.65%	38.60%	68.06%	13.02%	78.38%
Not Disabled	5,585	3,168	928	94.93%	56.72%	Best	16.62%	Best

80% Rule Analysis Output:

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WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviation
All Gender	5,883	3,281	969	100.00%	0.5577				0.1647			
Male	3,059	1,680	448	52.00%	0.5492	1.78%	1.2699%	1.40	0.1465	3.78%	0.9484%	3.99
Female	2,822	1,600	520	47.97%	0.5670	0.00%	1.2963%	0.00	0.1843	0.00%	0.9681%	0.00
All Age	5,883	3,281	969	100.00%	0.5577				0.1647			
14-21	166	107	26	2.82%	0.6446	0.00%	3.9486%	0.00	0.1566	1.84%	2.9490%	0.62
22-29	937	590	164	15.93%	0.6297	1.49%	1.8343%	0.81	0.1750	0.00%	1.3699%	0.00
30-54	3,370	1,921	571	57.28%	0.5700	7.45%	1.2099%	6.16	0.1694	0.56%	0.9036%	0.62
55+	1,409	663	208	23.95%	0.4705	17.40%	1.5756%	11.05	0.1476	2.74%	1.1767%	2.33
All Race	5,883	3,281	969	100.00%	0.5577				0.1647			
American Indian	48	32	13	0.82%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	21	7	1	0.36%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	213	127	40	3.62%	0.5962	0.00%	3.4709%	0.00	0.1878	0.00%	2.5922%	0.00
Pacific Islander	14	11	3	0.24%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,285	2,924	859	89.84%	0.5533	4.30%	0.9662%	4.45	0.1625	2.53%	0.7216%	3.50
Other	302	180	53	5.13%	0.5960	0.02%	2.9385%	0.01	0.1755	1.23%	2.1945%	0.56
All Hispanic	5,883	3,281	969	100.00%	0.5577				0.1647			
Hispanic	170	109	34	2.89%	0.6412	0.00%	5.3870%	0.00	0.2000	0.00%	4.0232%	0.00
n/a	17	13	3	0.29%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	5,883	3,281	969	100.00%	0.5577				0.1647			
Disabled	215	83	28	3.65%	0.3860	18.12%	3.4518%	5.25	0.1302	3.59%	2.5779%	1.39
Not Disabled	5,585	3,168	928	94.93%	0.5672	0.00%	0.9399%	0.00	0.1662	0.00%	0.7019%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in red depict adverse impact in the Youth Services Program.

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Assessment Test	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Assessment Test Rate	Adverse Impact
All Gender	189	118	148	80	100.00%	62.43%		78.31%		42.33%	
Male	98	66	75	44	51.85%	67.35%	Best	76.53%	95.40%	44.90%	Best
Female	91	52	73	36	48.15%	57.14%	84.85%	80.22%	Best	39.56%	88.11%
All Age	189	118	148	80	100.00%	62.43%		78.31%		42.33%	
14-18	130	81	115	32	68.78%	62.31%	99.36%	88.46%	Best	24.62%	30.26%
19-21	59	37	33	48	31.22%	62.71%	Best	55.93%	63.23%	81.36%	Best
All Race	189	118	148	80	100.00%	62.43%		78.31%		42.33%	
American Indian	2	2	1	2	1.06%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian	2	2	2	1	1.06%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	6	1	3	5	3.17%	16.67%	27.49%	50.00%	62.02%	83.33%	Best
Pacific Islander	1			1	0.53%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	160	97	129	62	84.66%	60.63%	Best	80.63%	Best	38.75%	46.50%
All Hispanic	189	118	148	80	100.00%	62.43%		78.31%		42.33%	
Hispanic	5	5	3	3	2.65%	100.00%	Best	60.00%	76.36%	60.00%	Best
n/a	182	111	143	76	96.30%	60.99%	60.99%	78.57%	Best	41.76%	69.60%
All Disability	189	118	148	80	100.00%	62.43%		78.31%		42.33%	
Disabled	59	33	54	8	31.22%	55.93%	85.54%	91.53%	Best	13.56%	24.48%
Not Disabled	130	85	94	72	68.78%	65.38%	Best	72.31%	79.00%	55.38%	Best

Two Standard Deviation Test Analysis Output:

Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIA/WIO A Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Recv'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Recv'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	189	118	148	80	100%	0.6243				0.7831			
Male	98	66	75	44	52%	0.6735	0.00%	6.9185%	0.00	0.7853	3.69%	5.8879%	0.63
Female	91	52	73	36	48%	0.5714	10.20%	7.0503%	1.45	0.8022	0.00%	6.0001%	0.00
All Age	189	118	148	80	100%	0.6243				0.7831			
14-18	130	81	115	32	69%	0.6231	0.40%	6.0069%	0.07	0.8846	0.00%	5.1122%	0.00
19-21	59	37	33	48	31%	0.6271	0.00%	7.6022%	0.00	0.5593	32.53%	6.4698%	5.03
All Race	189	118	148	80	100%	0.6243				0.7831			
American Indian	2	2	1	2	1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	2	2	2	1	1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	6	1	3	5	3%	0.1667	43.96%	20.1385%	2.18	0.5000	30.63%	17.1388%	1.79
Pacific Islander	1			1	1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	160	97	129	62	85%	0.6063	0.00%	5.4146%	0.00	0.8063	0.00%	4.6080%	0.00
All Hispanic	189	118	148	80	100%	0.6243				0.7831			
Hispanic	5	5	3	3	3%	1.0000	0.00%	21.9537%	0.00	0.6000	18.57%	18.6836%	0.99
n/a	182	111	143	76	96%	0.6099	39.01%	5.0768%	7.68	0.7857	0.00%	4.3206%	0.00
All Disability	189	118	148	80	100%	0.6243				0.7831			
Disabled	59	33	54	8	31%	0.5593	9.45%	7.6022%	1.24	0.9153	0.00%	6.4698%	0.00
Not Disabled	130	85	94	72	69%	0.6538	0.00%	6.0069%	0.00	0.7231	19.22%	5.1122%	3.76

Two Standard Deviation Test Analysis Output:

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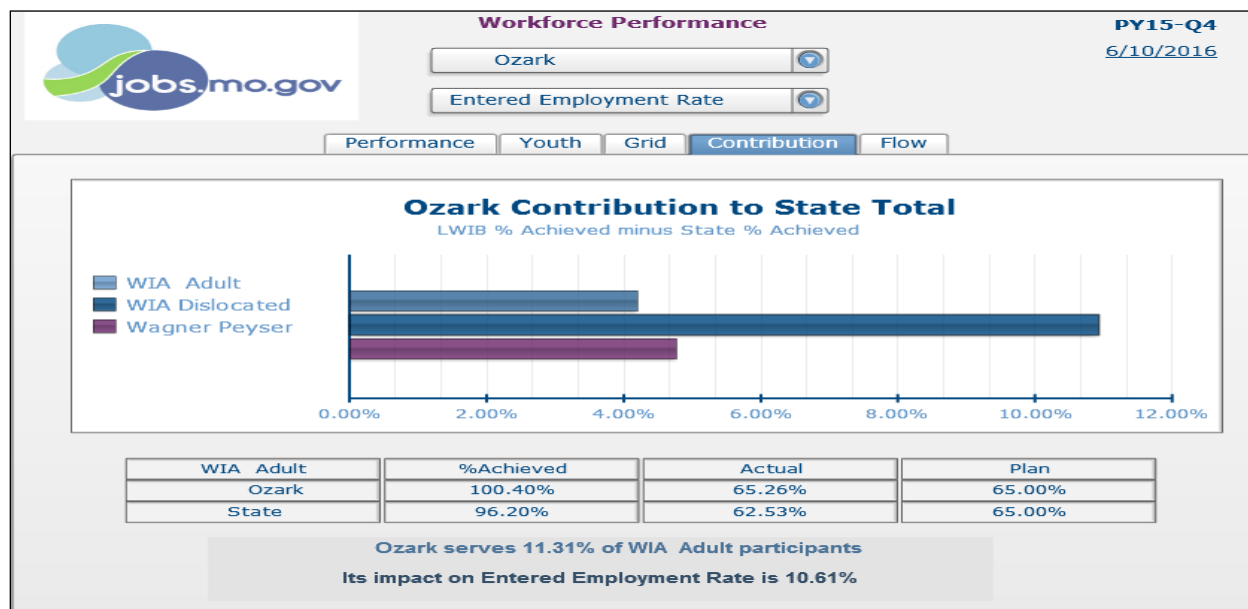
ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
ALL GENDER	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
Male														
Female														
ALL AGE														
14 - 21														
22 - 29														
30 - 54														
55+	X			X										
ALL RACE														
American Indian														
Asian														
Black	X													
Pacific Islander														
White														
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability														
Non-Disability														

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Snapshot showing Ozark Region Workforce Performance to State Total in Entered Employment Rate:



WIA Dislocated	%Achieved	Actual	Plan
Ozark	102.97%	66.93%	65.00%
State	92.03%	64.42%	70.00%

Ozark serves 9.49% of WIA Dislocated participants
Its impact on Entered Employment Rate is 9.59%

Wagner Peyser	%Achieved	Actual	Plan
Ozark	104.67%	68.04%	65.00%
State	99.90%	64.94%	65.00%

Ozark serves 10.73% of Wagner Peyser participants
Its impact on Entered Employment Rate is 11.07%

Source: Information were captured from the MOperforms database system

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REGION'S OUTREACH PLANS

The Workforce Development Board has adopted a comprehensive marketing strategy targeting potential customers and businesses. These are in ways of addressing issues in the specific programs and activities concern. Below outlined some major outreach plans captured from the region's report:

- Providing variety of access point including like WDB website, Social Media, Mobile Job Center Units which even allows high school students in surrounding counties to take the National Career Readiness test to earn a bronze, silver, gold, or platinum National Career Readiness Certificate (NCRC).
- Enhancing Staff participation in Business2Business events, attend events sponsored by the Springfield Area Chamber of Commerce and provide direct assistance to local business in recruitment, testing, job postings, conduct of job fairs, etc. and serves as a resource for legal postings and basic information on employment law.
- Placing emphasis on employer and sector-specific business engagement, involving in survey data collection and analysis which led to hosting Roundtable Discussion at the Job Center to focus specifically on the needs of employers in high-demand industries, such as; IT, Manufacturing, Construction, and Healthcare.

SOUTH CENTRAL REGION

The South Central Region is comprised of twelve (12) counties in rural south central Missouri. They are Butler, Carter, Douglas, Howell, Oregon, Ozark, Reynolds, Ripley, Shannon, Texas, Wayne, and Wright. South Central Workforce development Board is a private non-profit run by a volunteer board of directors. In Program Year 2014(PY14), the region had two sub-contractors; Ozark Action, Inc. and South Central Missouri Community.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

South Central region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

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APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

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The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

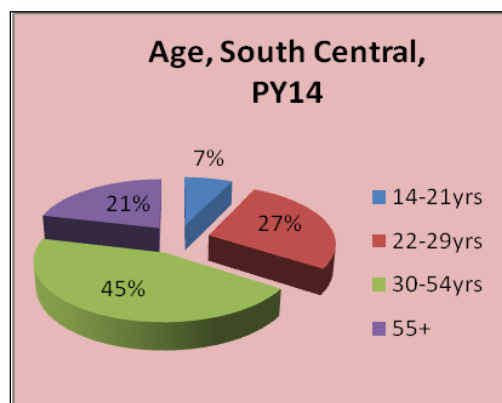
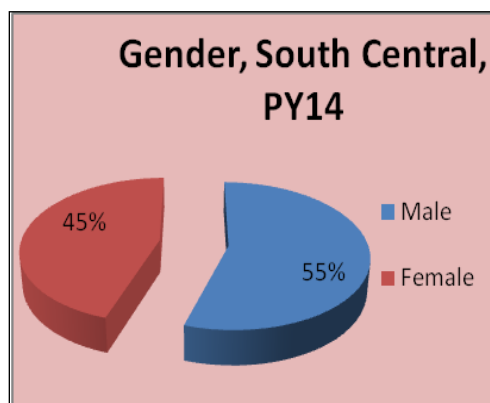
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

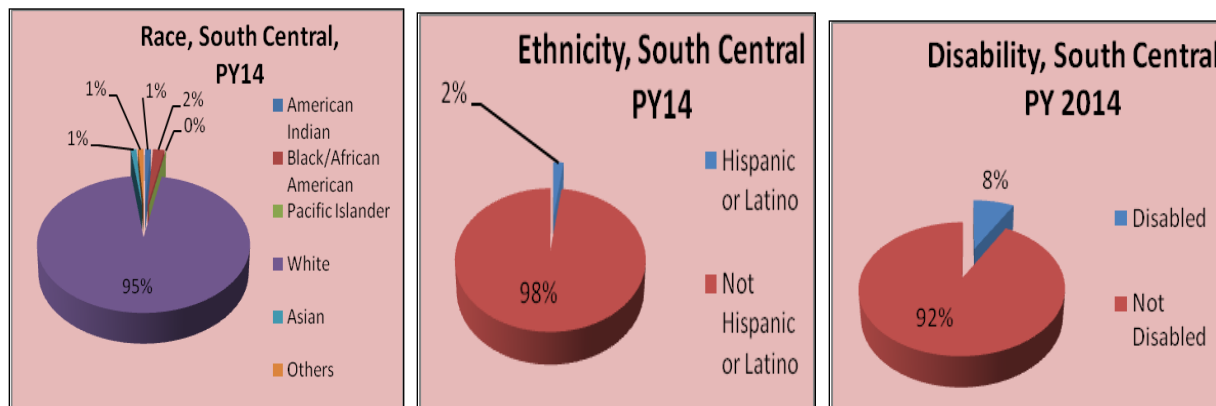
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

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WIA/WIOA Adult PY14	Total Exited	Employed 1st qtr after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st qtr Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	4,916	2,365	718	100.00%	48.11%		14.61%	
Male	2,738	1,265	388	55.70%	46.20%	91.44%	14.17%	93.49%
Female	2,177	1,100	330	44.28%	50.53%	Best	15.16%	Best
All Age	4,916	2,365	718	100.00%	48.11%		14.61%	
14-21	530	265	91	10.78%	50.00%	96.90%	17.17%	Best
22-29	1,064	549	168	21.64%	51.60%	Best	15.79%	91.96%
30-54	2,715	1,323	387	55.23%	48.73%	94.44%	14.25%	83.02%
55+	605	228	72	12.31%	37.69%	73.04%	11.90%	69.31%
All Race	4,916	2,365	718	100.00%	48.11%		14.61%	
American Indian	41	19	6	0.83%	Insuf Data	N/A	Insuf Data	N/A
Asian	12	3	3	0.24%	Insuf Data	N/A	Insuf Data	N/A
Black	330	170	62	6.71%	51.52%	Best	18.79%	Best
Pacific Islander	2	2		0.04%	Insuf Data	N/A	Insuf Data	N/A
White	4,306	2,081	621	87.59%	48.33%	93.81%	14.42%	76.76%
Other	225	90	26	4.58%	40.00%	77.65%	11.56%	61.51%
All Hispanic	4,916	2,365	718	100.00%	48.11%		14.61%	
Hispanic	87	45	16	1.77%	Insuf Data	N/A	Insuf Data	N/A
n/a	8	6	1	0.16%	Insuf Data	N/A	Insuf Data	N/A
All Disability	4,916	2,365	718	100.00%	48.11%		14.61%	
Disabled	293	91	24	5.96%	31.06%	62.95%	8.19%	53.90%
Not Disabled	4,540	2,240	690	92.35%	49.34%	Best	15.20%	Best

80% Rule Analysis Output

WIOA/WIA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	4,916	2,365	718	100.00%	0.4811				0.1461			
Male	2,738	1,265	388	55.70%	0.4620	4.33%	1.3504%	3.20	0.1417	0.99%	0.9545%	1.03
Female	2,177	1,100	330	44.28%	0.5053	0.00%	1.4347%	0.00	0.1516	0.00%	1.0141%	0.00
All Age	4,916	2,365	718	100.00%	0.4811				0.1461			
14-21	530	265	91	10.78%	0.5000	1.60%	2.3727%	0.67	0.1717	0.00%	1.6771%	0.00
22-29	1,064	549	168	21.64%	0.5160	0.00%	1.8071%	0.00	0.1579	1.38%	1.2773%	1.08
30-54	2,715	1,323	387	55.23%	0.4873	2.87%	1.3561%	2.12	0.1425	2.92%	0.9585%	3.04
55+	605	228	72	12.31%	0.3769	13.91%	2.2463%	6.19	0.1190	5.27%	1.5877%	3.32
All Race	4,916	2,365	718	100.00%	0.4811				0.1461			
American Indian	41	19	6	0.83%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	12	3	3	0.24%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	330	170	62	6.71%	0.5152	0.00%	2.8539%	0.00	0.1879	0.00%	2.0172%	0.00
Pacific Islander	2	2		0.04%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,306	2,081	621	87.59%	0.4833	3.19%	1.0768%	2.96	0.1442	4.37%	0.7611%	5.74
Other	225	90	26	4.58%	0.4000	11.52%	3.4169%	3.37	0.1156	7.23%	2.4151%	2.99
All Hispanic	4,916	2,365	718	100.00%	0.4811				0.1461			
Hispanic	87	45	16	1.77%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	8	6	1	0.16%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	4,916	2,365	718	100.00%	0.4811				0.1461			
Disabled	293	91	24	5.96%	0.3106	18.28%	3.0117%	6.07	0.0819	7.01%	2.1287%	3.29
Not Disabled	4,540	2,240	690	92.35%	0.4934	0.00%	1.0487%	0.00	0.1520	0.00%	0.7412%	0.00

Two Standard Deviation Test Analysis Output:

WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Wagner Peyser Program.

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Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	5,644	2,684	811	100.00%	47.55%		14.37%	
Male	3,185	1,449	440	56.43%	45.49%	90.58%	13.81%	91.56%
Female	2,459	1,235	371	43.57%	50.22%	Best	15.09%	Best
All Age	5,644	2,684	811	100.00%	47.55%		14.37%	
14-21	768	360	118	13.61%	46.88%	90.44%	15.36%	96.19%
22-29	1,202	623	192	21.30%	51.83%	Best	15.97%	Best
30-54	2,998	1,453	423	53.12%	48.47%	93.51%	14.11%	88.33%
55+	676	248	78	11.98%	36.69%	70.78%	11.54%	72.24%
All Race	5,644	2,684	811	100.00%	47.55%		14.37%	
American Indian	45	20	7	0.80%	Insuf Data	N/A	Insuf Data	N/A
Asian	12	3	3	0.21%	Insuf Data	N/A	Insuf Data	N/A
Black	360	185	70	6.38%	51.39%	Best	19.44%	Best
Pacific Islander	3	3		0.05%	Insuf Data	N/A	Insuf Data	N/A
White	4,944	2,364	700	87.60%	47.82%	93.05%	14.16%	72.82%
All Hispanic	5,644	2,684	811	100.00%	47.55%		14.37%	
Hispanic	100	49	18	1.77%	Insuf Data	N/A	Insuf Data	N/A
n/a	5,401	2,559	769	95.69%	47.38%	Best	14.24%	Best
All Disability	5,644	2,684	811	100.00%	47.55%		14.37%	
Disabled	145	46	14	2.57%	31.72%	66.13%	9.66%	66.62%
Not Disabled	5,499	2,638	797	97.43%	47.97%	Best	14.49%	Best

80% Rule Analysis Output:

Wagner- Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	5,644	2,684	811	100.00%	0.4755				0.1437			
Male	3,185	1,449	440	56.43%	0.4549	4.73%	1.2514%	3.78	0.1381	1.27%	0.8790%	1.45
Female	2,459	1,235	371	43.57%	0.5022	0.00%	1.3406%	0.00	0.1509	0.00%	0.9417%	0.00
All Age	5,644	2,684	811	100.00%	0.4755				0.1437			
14-21	768	360	118	13.61%	0.4688	4.96%	2.0197%	2.45	0.1536	0.61%	1.4187%	0.43
22-29	1,202	623	192	21.30%	0.5183	0.00%	1.7049%	0.00	0.1597	0.00%	1.1975%	0.00
30-54	2,998	1,453	423	53.12%	0.4847	3.36%	1.2899%	2.61	0.1411	1.86%	0.9060%	2.06
55+	676	248	78	11.98%	0.3669	15.14%	2.1263%	7.12	0.1154	4.43%	1.4935%	2.97
All Race	5,644	2,684	811	100.00%	0.4755				0.1437			
American Ind	45	20	7	0.80%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	12	3	3	0.21%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	360	185	70	6.38%	0.5139	0.00%	2.7262%	0.00	0.1944	0.00%	1.9149%	0.00
Pacific Island	3	3		0.05%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,944	2,364	700	87.60%	0.4782	3.57%	1.0044%	3.56	0.1416	5.29%	0.7055%	7.49
All Hispanic	5,644	2,684	811	100.00%	0.4755				0.1437			
Hispanic	100	49	18	1.77%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	5,401	2,559	769	95.69%	0.4738	0.00%	0.9610%	0.00	0.1424	0.00%	0.6750%	0.00
All Disability	5,644	2,684	811	100.00%	0.4755				0.1437			
Disabled	145	46	14	2.57%	0.3172	16.25%	4.2016%	3.87	0.0966	4.84%	2.9512%	1.64
Not Disabled	5,499	2,638	797	97.43%	0.4797	0.00%	0.9524%	0.00	0.1449	0.00%	0.6690%	0.00

Two Standard Deviation Test Analysis Output

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIA/WIOA DISLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Dislocated Worker Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	2,046	967	299	100.00%	47.26%		14.61%	
Male	1,115	494	144	54.50%	44.30%	87.20%	12.91%	77.57%
Female	931	473	155	45.50%	50.81%	Best	16.65%	Best
All Age	2,046	967	299	100.00%	47.26%		14.61%	
14-21	73	38	14	3.57%	52.05%	98.42%	19.18%	Best
22-29	346	183	62	16.91%	52.89%	Best	17.92%	93.44%
30-54	1,276	611	182	62.37%	47.88%	90.53%	14.26%	74.37%
55+	351	135	41	17.16%	38.46%	72.72%	11.68%	60.91%
All Race	2,046	967	299	100.00%	47.26%		14.61%	
American Indian	9	4	2	0.44%	Insuf Data	N/A	Insuf Data	N/A
Asian	2			0.10%	Insuf Data	N/A	Insuf Data	N/A
Black	66	43	17	3.23%	65.15%	Best	25.76%	Best
Pacific Islander				0.00%	Insuf Data	N/A	Insuf Data	N/A
White	1,872	879	270	91.50%	46.96%	72.07%	14.42%	56.00%
Other	97	41	10	4.74%	42.27%	64.88%	10.31%	40.02%
All Hispanic	2,046	967	299	100.00%	47.26%		14.61%	
Hispanic	21	10	3	1.03%	Insuf Data	N/A	Insuf Data	N/A
n/a	4	3	1	0.20%	Insuf Data	N/A	Insuf Data	N/A
All Disability	2,046	967	299	100.00%	47.26%		14.61%	
Disabled	68	19	6	3.32%	27.94%	58.37%	8.82%	59.10%
Not Disabled	1,949	933	291	95.26%	47.87%	Best	14.93%	Best

80% Rule Analysis Output:

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	2,046	967	299	100.00%	0.4726				0.1461			
Male	1,115	494	144	54.50%	0.4430	6.50%	2.1144%	3.07	0.1291	3.73%	1.4961%	2.50
Female	931	473	155	45.50%	0.5081	0.00%	2.2165%	0.00	0.1665	0.00%	1.5683%	0.00
All Age	2,046	967	299	100.00%	0.4726				0.1461			
14-21	73	38	14	3.57%	0.5205	0.84%	6.0081%	0.14	0.1918	0.00%	4.2510%	0.00
22-29	346	183	62	16.91%	0.5289	0.00%	3.0261%	0.00	0.1792	1.26%	2.1411%	0.59
30-54	1,276	611	182	62.37%	0.4788	5.01%	1.9766%	2.53	0.1426	4.91%	1.3985%	3.51
55+	351	135	41	17.16%	0.3846	14.43%	3.0091%	4.80	0.1168	7.50%	2.1291%	3.52
All Race	2,046	967	299	100.00%	0.4726				0.1461			
American Indian	9	4	2	0.44%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	2			0.10%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	66	43	17	3.23%	0.6515	0.00%	6.2527%	0.00	0.2576	0.00%	4.4241%	0.00
Pacific Islander				0.00%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	1,872	879	270	91.50%	0.4696	18.20%	1.6319%	11.15	0.1442	11.33%	1.1546%	9.82
Other	97	41	10	4.74%	0.4227	22.88%	5.1988%	4.40	0.1031	15.45%	3.6784%	4.20
All Hispanic	2,046	967	299	100.00%	0.4726				0.1461			
Hispanic	21	10	3	1.03%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	4	3	1	0.20%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	2,046	967	299	100.00%	0.4726				0.1461			
Disabled	68	19	6	3.32%	0.2794	19.93%	6.1590%	3.24	0.0882	6.11%	4.3578%	1.40
Not Disabled	1,949	933	291	95.26%	0.4787	0.00%	1.5993%	0.00	0.1493	0.00%	1.1316%	0.00

Two Standard Deviation Test Analysis Output:

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WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Youth Services Program.

WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	71	36	32	29	100.00%	50.70%		45.07%		40.85%	
Male	46	25	22	19	64.79%	54.35%	Best	47.83%	Best	41.30%	Best
Female	25	11	10	10	35.21%	44.00%	80.96%	40.00%	83.64%	40.00%	96.84%
All Age	71	36	32	29	100.00%	50.70%		45.07%		40.85%	
14-18	50	26	31	25	70.42%	52.00%	Best	62.00%	Best	50.00%	Best
19-21	21	10	1	4	29.58%	47.62%	91.58%	4.76%	7.68%	19.05%	38.10%
All Race	71	36	32	29	100.00%	50.70%		45.07%		40.85%	
American Indian	1			1	1.41%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	2	2			2.82%	100.00%	Best	0.00%	0.00%	0.00%	0.00%
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	67	34	31	27	94.37%	50.75%	50.75%	46.27%	Best	40.30%	Best
All Hispanic	71	36	32	29	100.00%	50.70%		45.07%		40.85%	
Hispanic	1	1	1		1.41%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
n/a	70	35	31	29	98.59%	50.00%	Best	44.29%	Best	41.43%	Best
All Disability	71	36	32	29	100.00%	50.70%		45.07%		40.85%	
Disabled					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	71	36	32	29	100.00%	50.70%	Best	45.07%	Best	40.85%	Best

80% Rule Analysis Output:

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Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Recv'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Recv'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	71	36	32	29	100%	0.5070				0.4507			
Male	46	25	22	19	65%	0.5435	0.00%	10.4247%	0.00	0.4783	0.00%	10.3749%	0.00
Female	25	11	10	10	35%	0.4400	10.35%	12.4224%	0.83	0.4000	7.83%	12.3632%	0.63
All Age	71	36	32	29	100%	0.5070				0.4507			
14-18	50	26	31	25	70%	0.5200	0.00%	9.9990%	0.00	0.6200	0.00%	9.9513%	0.00
19-21	21	10	1	4	30%	0.4762	4.38%	13.0005%	0.34	0.0476	57.24%	12.9385%	4.42
All Race	71	36	32	29	100%	0.5070				0.4507			
American Indi	1			1	1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	2	2			3%	1.0000	0.00%	35.8756%	0.00	0.0000	N/A	N/A	N/A
Pacific Island					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	67	34	31	27	94%	0.5075	49.25%	8.6378%	5.70	0.4627	0.00%	8.5966%	0.00
All Hispanic	71	36	32	29	100%	0.5070				0.4507			
Hispanic	1	1	1		1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	70	35	31	29	99%	0.5000	0.00%	8.4507%	0.00	0.4429	0.00%	8.4104%	0.00
All Disability	71	36	32	29	100%	0.5070				0.4507			
Disabled					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	71	36	32	29	100%	0.5070	0.00%	8.3910%	0.00	0.4507	0.00%	8.3509%	0.00

Two Standard Deviation Test Analysis Output:

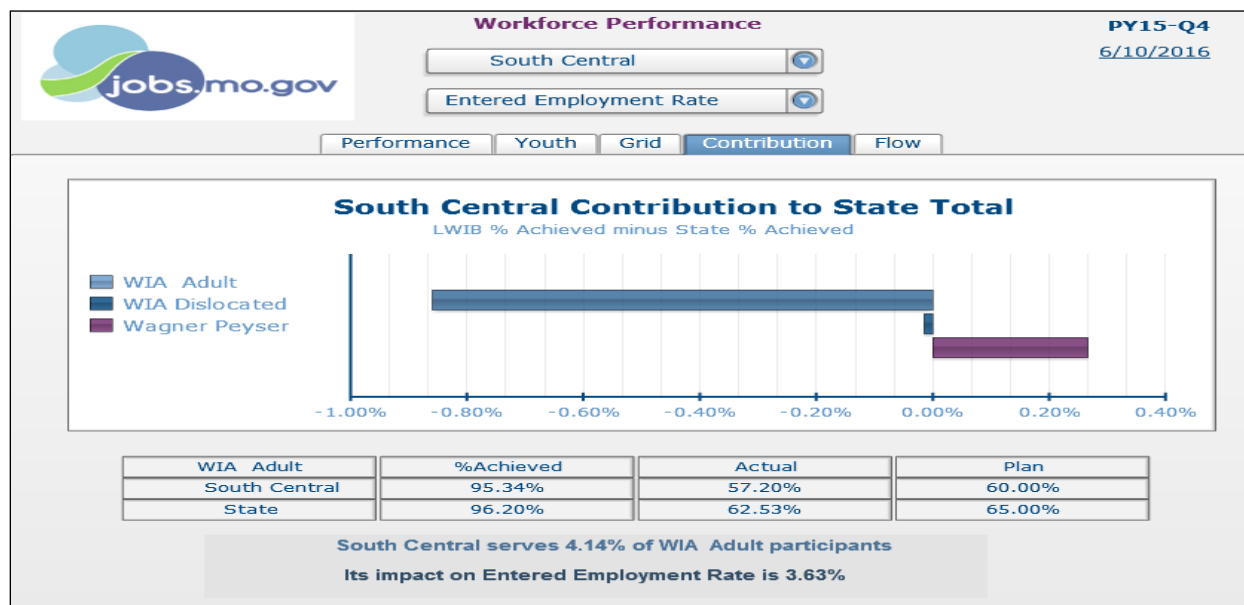
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ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
ALL GENDER														
Male														
Female														
ALL AGE														
14 - 21	X		X		X									
22 - 29	X		X		X									
30 - 54	X													
55+											X			
ALL RACE														
American Indian														
Asian														
Black														
Pacific Islander														
White			X		X									
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability											X			
Non-Disability														

Snapshot showing South Central Region Workforce Performance to State Total in Entered Employment Rate:



WIA Dislocated	%Achieved	Actual	Plan
South Central	92.02%	59.81%	65.00%
State	92.03%	64.42%	70.00%

South Central serves 4.02% of WIA Dislocated participants
Its impact on Entered Employment Rate is 3.04%

Wagner Peyser	%Achieved	Actual	Plan
South Central	100.17%	60.10%	60.00%
State	99.90%	64.94%	65.00%

South Central serves 4.02% of Wagner Peyser participants
Its impact on Entered Employment Rate is 3.97%

Source: Information were captured from the MoPerforms database system

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REGION'S OUTRECH PLANS

As part of the region's outreach strategies that are being implemented as ways of addressing issues in the specific programs concern. Below outlined some major outreach plans captured from the region's report:

- Enhancing Partnership with other agencies within the region; staffs are now attending more community based meetings with other departments.
- Increasing in involvement of social media including Twitter and Facebook; marketing services provided or offered by the Job Center.

SOUTHEAST REGION

The Southeast Region is made up of 13 counties that include Bollinger, Cape Girardeau, Dunklin, Iron, Madison, Mississippi, New Madrid, Pemiscot, Perry, St. Francois, Ste. Genevieve, Scott and Stoddard. The Workforce Development Board of Southeast Missouri is comprised of 27 voting board members, 3 non-voting members, and 13 Commissioners. The region has developed Next Generation Career Center team approach to service delivery which provides a quality level of integrated services and products, as this model focuses on service to the customer.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

Southeast region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

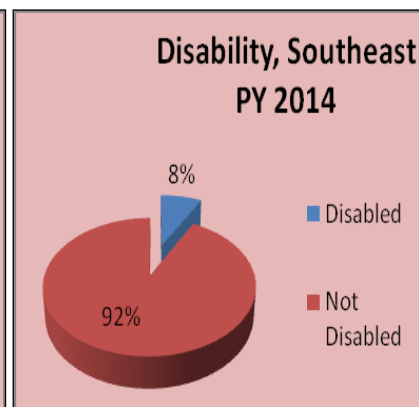
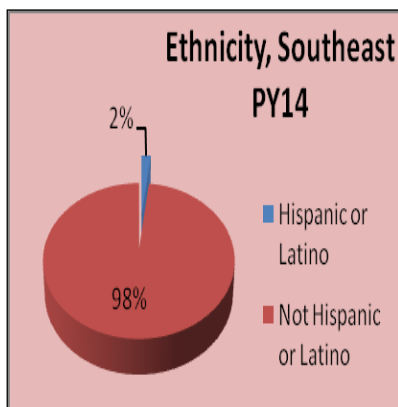
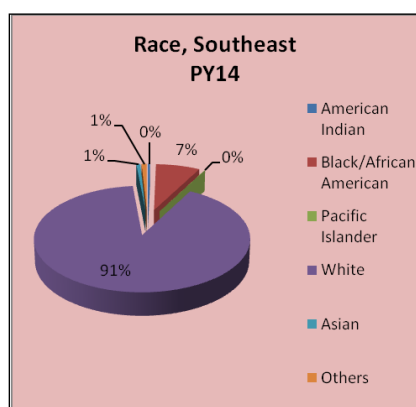
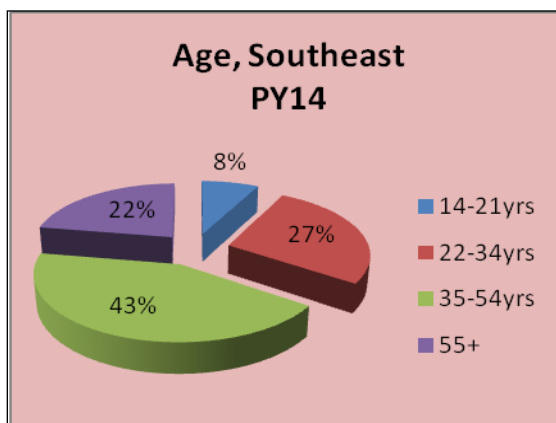
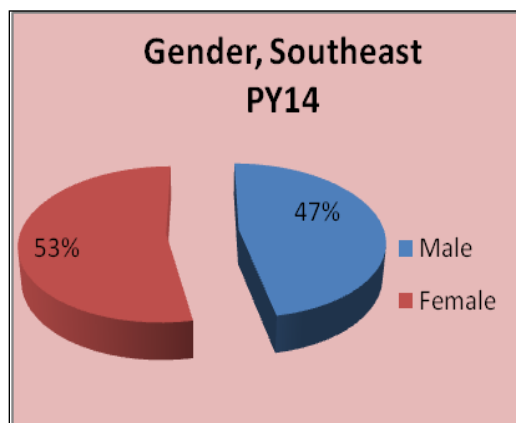
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities are pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

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WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	14,495	7,658	2,465	100.00%	52.83%		17.01%	
Male	8,489	4,355	1,314	58.57%	51.30%	93.29%	15.48%	80.77%
Female	6,001	3,300	1,150	41.40%	54.99%	Best	19.16%	Best
All Age	14,495	7,658	2,465	100.00%	52.83%		17.01%	
14-21	2,101	1,077	366	14.49%	51.26%	90.62%	17.42%	96.49%
22-29	3,783	2,140	683	26.10%	56.57%	Best	18.05%	Best
30-54	7,210	3,840	1,236	49.74%	53.26%	94.15%	17.14%	94.95%
55+	1,400	601	180	9.66%	42.93%	75.89%	12.86%	71.21%
All Race	14,495	7,658	2,465	100.00%	52.83%		17.01%	
American Indian	87	40	12	0.60%	Insuf Data	N/A	Insuf Data	N/A
Asian	25	17	6	0.17%	Insuf Data	N/A	Insuf Data	N/A
Black	3,414	1,878	655	23.55%	55.01%	Best	19.19%	Best
Pacific Islander	17	9		0.12%	Insuf Data	N/A	Insuf Data	N/A
White	10,302	5,404	1,711	71.07%	52.46%	95.36%	16.61%	86.57%
Other	650	310	81	4.48%	47.69%	86.70%	12.46%	64.95%
All Hispanic	14,495	7,658	2,465	100.00%	52.83%		17.01%	
Hispanic	302	152	40	2.08%	50.33%	Best	13.25%	Best
n/a	25	18	6	0.17%	Insuf Data	N/A	Insuf Data	N/A
All Disability	14,495	7,658	2,465	100.00%	52.83%		17.01%	
Disabled	604	195	54	4.17%	32.28%	50.91%	8.94%	51.15%
Not Disabled	13,696	7,380	2,394	94.49%	53.88%	Best	17.48%	Best

80% Rule Analysis Output:

WIOA/WIA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	14,495	7,658	2,465	100.00%	0.5283				0.1701			
Male	8,489	4,355	1,314	58.57%	0.5130	3.69%	0.7662%	4.81	0.1548	3.68%	0.5766%	6.39
Female	6,001	3,300	1,150	41.40%	0.5499	0.00%	0.8419%	0.00	0.1916	0.00%	0.6336%	0.00
All Age	14,495	7,658	2,465	100.00%	0.5283				0.1701			
14-21	2,101	1,077	366	14.49%	0.5126	5.31%	1.2376%	4.29	0.1742	0.63%	0.9314%	0.68
22-29	3,783	2,140	683	26.10%	0.5657	0.00%	1.0022%	0.00	0.1805	0.00%	0.7542%	0.00
30-54	7,210	3,840	1,236	49.74%	0.5326	3.31%	0.8314%	3.98	0.1714	0.91%	0.6257%	1.46
55+	1,400	601	180	9.66%	0.4293	13.64%	1.4579%	9.36	0.1286	5.20%	1.0972%	4.74
All Race	14,495	7,658	2,465	100.00%	0.5283				0.1701			
American Indian	87	40	12	0.60%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	25	17	6	0.17%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	3,414	1,878	655	23.55%	0.5501	0.00%	0.9858%	0.00	0.1919	0.00%	0.7419%	0.00
Pacific Islander	17	9		0.12%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	10,302	5,404	1,711	71.07%	0.5246	2.55%	0.6955%	3.67	0.1661	2.58%	0.5235%	4.92
Other	650	310	81	4.48%	0.4769	7.32%	2.0188%	3.62	0.1246	6.72%	1.5193%	4.43
All Hispanic	14,495	7,658	2,465	100.00%	0.5283				0.1701			
Hispanic	302	152	40	2.08%	0.5033	0.00%	4.0624%	0.00	0.1325	0.00%	3.0573%	0.00
n/a	25	18	6	0.17%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	14,495	7,658	2,465	100.00%	0.5283				0.1701			
Disabled	604	195	54	4.17%	0.3228	21.60%	2.0755%	10.41	0.0894	8.54%	1.5620%	5.47
Not Disabled	13,696	7,380	2,394	94.49%	0.5388	0.00%	0.6032%	0.00	0.1748	0.00%	0.4540%	0.00

Two Standard Deviation Test Analysis Output:

WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Wagner Peyser Program.

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	15,917	8,361	2,666	100.00%	52.53%		16.75%	
Male	9,266	4,728	1,434	58.21%	51.03%	93.41%	15.48%	83.55%
Female	6,651	3,633	1,232	41.79%	54.62%	Best	18.52%	Best
All Age	15,917	8,361	2,666	100.00%	52.53%		16.75%	
14-21	2,410	1,197	400	15.14%	49.67%	87.95%	16.60%	93.18%
22-29	4,177	2,359	744	26.24%	56.48%	Best	17.81%	Best
30-54	7,820	4,153	1,333	49.13%	53.11%	94.04%	17.05%	95.70%
55+	1,510	652	189	9.49%	43.18%	76.46%	12.52%	70.27%
All Race	15,917	8,361	2,666	100.00%	52.53%		16.75%	
American Indian	94	43	12	0.59%	Insuf Data	N/A	Insuf Data	N/A
Asian	28	18	6	0.18%	Insuf Data	N/A	Insuf Data	N/A
Black	3,765	2,049	691	23.65%	54.42%	Best	18.35%	Best
Pacific Islander	17	10		0.11%	Insuf Data	N/A	Insuf Data	N/A
White	11,217	5,865	1,859	70.47%	52.29%	96.08%	16.57%	90.30%
All Hispanic	15,917	8,361	2,666	100.00%	52.53%		16.75%	
Hispanic	332	161	43	2.09%	48.49%	92.17%	12.95%	77.12%
n/a	15,220	8,008	2,556	95.62%	52.61%	Best	16.79%	Best
All Disability	15,917	8,361	2,666	100.00%	52.53%		16.75%	
Disabled	313	100	26	1.97%	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	15,604	8,261	2,640	98.03%	52.94%	Best	16.92%	Best

80% Rule Analysis Output:

Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Wagner-Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	15,917	8,361	2,666	100.00%	0.5253				0.1675			
Male	9,266	4,728	1,434	58.21%	0.5103	3.60%	0.7336%	4.90	0.1548	3.05%	0.5486%	5.56
Female	6,651	3,633	1,232	41.79%	0.5462	0.00%	0.8025%	0.00	0.1852	0.00%	0.6001%	0.00
All Age	15,917	8,361	2,666	100.00%	0.5253				0.1675			
14-21	2,410	1,197	400	15.14%	0.4967	6.81%	1.1634%	5.85	0.1660	1.21%	0.8700%	1.40
22-29	4,177	2,359	744	26.24%	0.5648	0.00%	0.9570%	0.00	0.1781	0.00%	0.7156%	0.00
30-54	7,820	4,153	1,333	49.13%	0.5311	3.37%	0.7986%	4.22	0.1705	0.77%	0.5972%	1.28
55+	1,510	652	189	9.49%	0.4318	13.30%	1.4037%	9.47	0.1252	5.30%	1.0496%	5.04
All Race	15,917	8,361	2,666	100.00%	0.5253				0.1675			
American Ind	94	43	12	0.59%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	28	18	6	0.18%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	3,765	2,049	691	23.65%	0.5442	0.00%	0.9405%	0.00	0.1835	0.00%	0.7033%	0.00
Pacific Island	17	10		0.11%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	11,217	5,865	1,859	70.47%	0.5229	2.14%	0.6668%	3.20	0.1657	1.78%	0.4986%	3.57
All Hispanic	15,917	8,361	2,666	100.00%	0.5253				0.1675			
Hispanic	332	161	43	2.09%	0.4849	4.12%	2.7703%	1.49	0.1295	3.84%	2.0716%	1.85
n/a	15,220	8,008	2,556	95.62%	0.5261	0.00%	0.5724%	0.00	0.1679	0.00%	0.4281%	0.00
All Disability	15,917	8,361	2,666	100.00%	0.5253				0.1675			
Disabled	313	100	26	1.97%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	15,604	8,261	2,640	98.03%	0.5294	0.00%	0.5653%	0.00	0.1692	0.00%	0.4228%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA DISLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Dislocated Worker Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	5,305	2,958	928	100.00%	55.76%		17.49%	
Male	2,886	1,579	437	54.40%	54.71%	95.97%	15.14%	74.60%
Female	2,419	1,379	491	45.60%	57.01%	Best	20.30%	Best
All Age	5,305	2,958	928	100.00%	55.76%		17.49%	
14-21	245	172	51	4.62%	70.20%	Best	20.82%	98.92%
22-29	1,131	701	238	21.32%	61.98%	88.29%	21.04%	Best
30-54	3,077	1,701	518	58.00%	55.28%	78.74%	16.83%	80.00%
55+	851	384	121	16.04%	45.12%	64.27%	14.22%	67.57%
All Race	5,305	2,958	928	100.00%	55.76%		17.49%	
American Indian	20	6	2	0.38%	Insuf Data	N/A	Insuf Data	N/A
Asian	12	10	3	0.23%	Insuf Data	N/A	Insuf Data	N/A
Black	825	507	175	15.55%	61.45%	Best	21.21%	Best
Pacific Islander	7	5		0.13%	Insuf Data	N/A	Insuf Data	N/A
White	4,251	2,321	723	80.13%	54.60%	88.84%	17.01%	80.18%
Other	190	109	25	3.58%	57.37%	93.35%	13.16%	62.03%
All Hispanic	5,305	2,958	928	100.00%	55.76%		17.49%	
Hispanic	95	57	16	1.79%	Insuf Data	N/A	Insuf Data	N/A
n/a	18	14	6	0.34%	Insuf Data	N/A	Insuf Data	N/A
All Disability	5,305	2,958	928	100.00%	55.76%		17.49%	
Disabled	151	57	15	2.85%	37.75%	66.80%	9.93%	55.48%
Not Disabled	5,077	2,869	909	95.70%	56.51%	Best	17.90%	Best

80% Rule Analysis Output:

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WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	5,305	2,958	928	100.00%	0.5576				0.1749			
Male	2,886	1,579	437	54.40%	0.5471	2.29%	1.3075%	1.75	0.1514	5.16%	1.0001%	5.16
Female	2,419	1,379	491	45.60%	0.5701	0.00%	1.3691%	0.00	0.2030	0.00%	1.0473%	0.00
All Age	5,305	2,958	928	100.00%	0.5576				0.1749			
14-21	245	172	51	4.62%	0.7020	0.00%	3.2970%	0.00	0.2082	0.23%	2.5219%	0.09
22-29	1,131	701	238	21.32%	0.6198	8.22%	1.7271%	4.76	0.2104	0.00%	1.3211%	0.00
30-54	3,077	1,701	518	58.00%	0.5528	14.92%	1.2663%	11.79	0.1683	4.21%	0.9686%	4.35
55+	851	384	121	16.04%	0.4512	25.08%	1.9237%	13.04	0.1422	6.82%	1.4714%	4.64
All Race	5,305	2,958	928	100.00%	0.5576				0.1749			
American Indian	20	6	2	0.38%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	12	10	3	0.23%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	825	507	175	15.55%	0.6145	0.00%	1.8896%	0.00	0.2121	0.00%	1.4453%	0.00
Pacific Islander	7	5		0.13%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	4,251	2,321	723	80.13%	0.5460	6.86%	1.0773%	6.36	0.1701	4.20%	0.8240%	5.10
Other	190	109	25	3.58%	0.5737	4.09%	3.6829%	1.11	0.1316	8.05%	2.8171%	2.86
All Hispanic	5,305	2,958	928	100.00%	0.5576				0.1749			
Hispanic	95	57	16	1.79%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	18	14	6	0.34%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	5,305	2,958	928	100.00%	0.5576				0.1749			
Disabled	151	57	15	2.85%	0.3775	18.76%	4.1015%	4.57	0.0993	7.97%	3.1373%	2.54
Not Disabled	5,077	2,869	909	95.70%	0.5651	0.00%	0.9858%	0.00	0.1790	0.00%	0.7540%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Youth Services Program

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	104	35	57	13	100.00%	33.65%		54.81%			
Male	33	13	17	8	31.73%	39.39%	Best	51.52%	91.44%	24.24%	Best
Female	71	22	40	5	68.27%	30.99%	78.66%	56.34%	Best	7.04%	29.05%
All Age	104	35	57	13	100.00%	33.65%		54.81%		12.50%	
14-18	65	20	31	7	62.50%	30.77%	80.00%	47.69%	71.54%	10.77%	70.00%
19-21	39	15	26	6	37.50%	38.46%	Best	66.67%	Best	15.38%	Best
All Race	104	35	57	13	100.00%	33.65%		54.81%		12.50%	
American Indian	1				0.96%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian	1		1		0.96%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	21	7	17	3	20.19%	33.33%	93.83%	80.95%	Best	14.29%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	76	27	38	10	73.08%	35.53%	Best	50.00%	61.76%	13.16%	92.11%
All Hispanic	104	35	57	13	100.00%	33.65%		54.81%		12.50%	
Hispanic	3	2	1		2.88%	66.67%	Best	33.33%	59.52%	0.00%	0.00%
n/a	100	32	56	13	96.15%	32.00%	48.00%	56.00%	Best	13.00%	Best
All Disability	104	35	57	13	100.00%	33.65%		54.81%		12.50%	
Disabled	1	1			0.96%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Not Disabled	103	34	57	13	99.04%	33.01%	Best	55.34%	Best	12.62%	Best

80% Rule Analysis Output:

WIA/WIOA Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Rec'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Rec'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	104	35	57	13	100%	0.3365				0.5481			
Male	33	13	17	8	32%	0.3939	0.00%	9.9553%	0.00	0.5152	4.82%	10.4854%	0.46
Female	71	22	40	5	68%	0.3099	8.41%	7.9307%	1.06	0.5634	0.00%	8.3529%	0.00
All Age	104	35	57	13	100%	0.3365				0.5481			
14-18	65	20	31	7	63%	0.3077	7.69%	8.2886%	0.93	0.4769	18.97%	8.7299%	2.17
19-21	39	15	26	6	38%	0.3846	0.00%	9.5709%	0.00	0.6667	0.00%	10.0805%	0.00
All Race	104	35	57	13	100%	0.3365				0.5481			
American Indian	1				1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	1		1		1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	21	7	17	3	20%	0.3333	2.19%	11.6492%	0.19	0.8095	0.00%	12.2694%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	76	27	38	10	73%	0.3553	0.00%	7.6654%	0.00	0.5000	30.95%	8.0735%	3.83
All Hispanic	104	35	57	13	100%	0.3365				0.5481			
Hispanic	3	2	1		3%	0.6667	0.00%	27.6875%	0.00	0.3333	22.67%	29.1616%	0.78
n/a	100	32	56	13	96%	0.3200	34.67%	6.6825%	5.19	0.5600	0.00%	7.0383%	0.00
All Disability	104	35	57	13	100%	0.3365				0.5481			
Disabled	1	1			1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Not Disabled	103	34	57	13	99%	0.3301	0.00%	6.5845%	0.00	0.5534	0.00%	6.9350%	0.00

Two Standard Deviation Test Analysis Output:

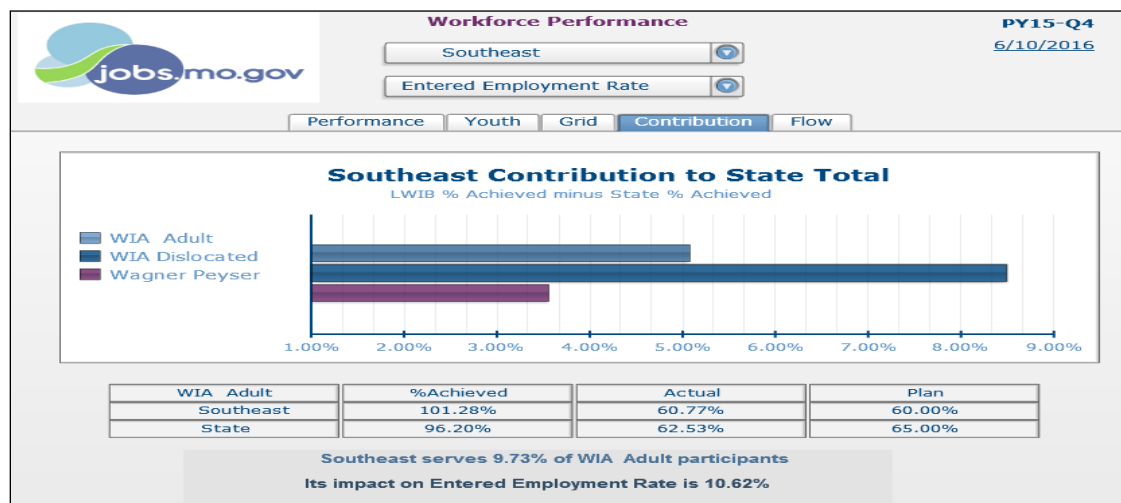
Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “**X**” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
ALL GENDER														
Male			x	X										
Female														
ALL AGE														
14 - 21														
22 - 29							x	X			x	X		
30 - 54	x	X					x	X			x	X		
55+	x	X	x	X							x	X		
ALL RACE														
American Indian											x	X		
Asian														
Black														
Pacific Islander														
White														
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability							x	X						
Non-Disability														

Snapshot showing Southeast Region Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
Southeast	103.46%	63.11%	61.00%
State	99.90%	64.94%	65.00%

Southeast serves 9.66% of Wagner Peyser participants
Its impact on Entered Employment Rate is 9.41%

WIA Dislocated	%Achieved	Actual	Plan
Southeast	100.52%	64.34%	64.00%
State	92.03%	64.42%	70.00%

Southeast serves 9.58% of WIA Dislocated participants
Its impact on Entered Employment Rate is 7.73%

Source: Information were captured from the MoPerforms database system

Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

REGION'S OUTREACH PLANS

Below outlined some major outreach plans captured from the region's report as in ways of addressing issues in the specific programs/activities concern;

- Increasing partnership and awareness regarding serving those with a disability and other agencies. As part of achieving this, staff from the area Independent Living Centers serves on the Workforce Development Board, Alliance for Equal Access committee, and each of our Job Center's Leadership Teams.
- Enhancing marketing strategies by providing services equally to all customers/clients in the region.
- Per request submitted to Missouri Division of Workforce Development and as part of enhancing more accessibility to programs/activities Assistive Technology equipments are to be relocated to be in line with all other resource area equipment instead of off to the side of the room.

SOUTHWEST REGION

The Southwest Region is situated in the southwest corner of the State of Missouri and is comprised of seven counties, Jasper, Newton, Barton, Lawrence, Dade, Barry and McDonald. The region is home to one comprehensive Job Center in the City of Joplin and two non-comprehensive Centers, located in Neosho and Monett.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

Southwest region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region reported that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

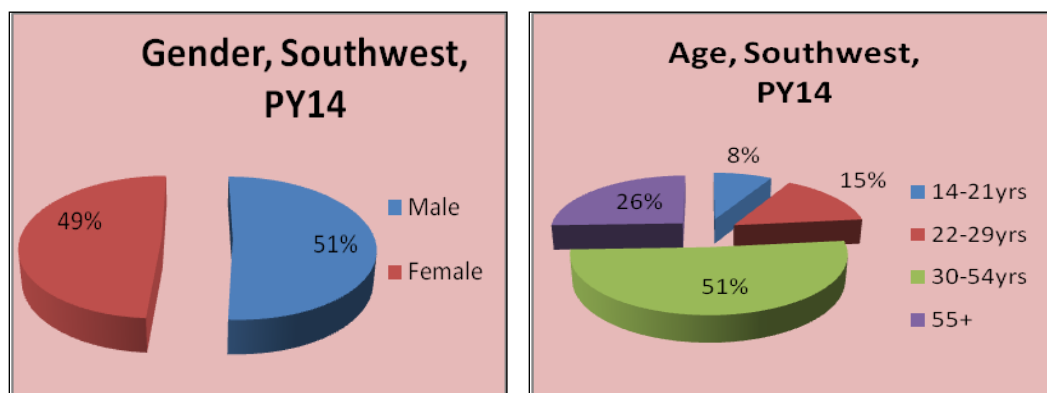
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

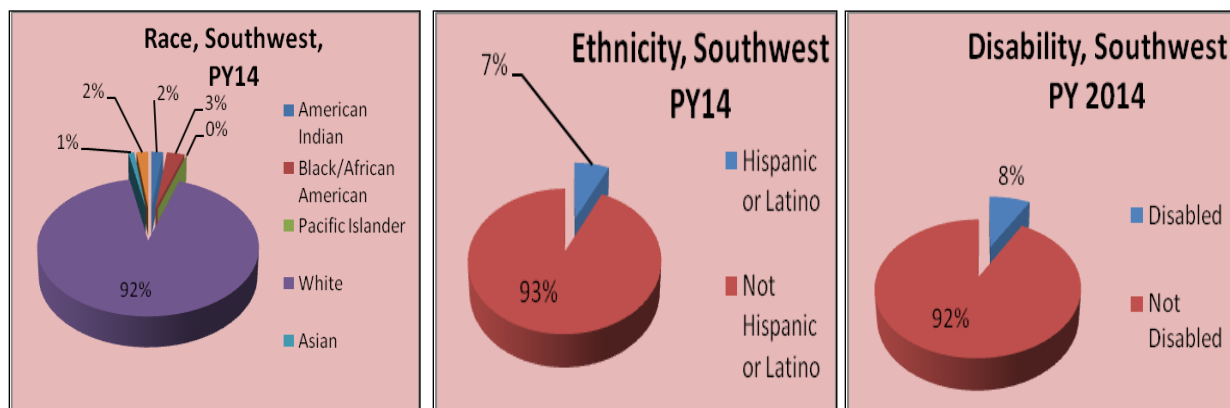
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. "Insuf Data" means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	9,041	5,247	1,734	100.00%	58.04%		19.18%	
Male	5,479	3,207	1,057	60.60%	58.53%	Best	19.29%	Best
Female	3,552	2,036	675	39.29%	57.32%	97.93%	19.00%	98.50%
All Age	9,041	5,247	1,734	100.00%	58.04%		19.18%	
14-21	1,356	788	224	15.00%	58.11%	91.05%	16.52%	76.16%
22-29	2,167	1,383	470	23.97%	63.82%	Best	21.69%	Best
30-54	4,593	2,646	910	50.80%	57.61%	90.27%	19.81%	91.35%
55+	924	430	130	10.22%	46.54%	72.92%	14.07%	64.87%
All Race	9,041	5,247	1,734	100.00%	58.04%		19.18%	
American Indian	325	172	53	3.59%	52.92%	80.74%	16.31%	74.29%
Asian	66	40	10	0.73%	Insuf Data	N/A	Insuf Data	N/A
Black	328	215	72	3.63%	65.55%	Best	21.95%	Best
Pacific Islander	63	34	13	0.70%	Insuf Data	N/A	Insuf Data	N/A
White	7,379	4,243	1,417	81.62%	57.50%	87.72%	19.20%	87.48%
Other	880	543	169	9.73%	61.70%	94.14%	19.20%	87.49%
All Hispanic	9,041	5,247	1,734	100.00%	58.04%		19.18%	
Hispanic	642	407	129	7.10%	63.40%	Best	20.09%	Best
n/a	23	16	7	0.25%	Insuf Data	N/A	Insuf Data	N/A
All Disability	9,041	5,247	1,734	100.00%	58.04%		19.18%	
Disabled	494	169	52	5.46%	34.21%	57.41%	10.53%	53.36%
Not Disabled	8,399	5,005	1,657	92.90%	59.59%	Best	19.73%	Best

80% Rule Analysis Output

WIOA/WIA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	9,041	5,247	1,734	100.00%	0.5804				0.1918			
Male	5,479	3,207	1,057	60.60%	0.5853	0.00%	0.9429%	0.00	0.1929	0.00%	0.7522%	0.00
Female	3,552	2,036	675	39.29%	0.5732	1.21%	1.0631%	1.14	0.1900	0.29%	0.8481%	0.34
All Age	9,041	5,247	1,734	100.00%	0.5804				0.1918			
14-21	1,356	788	224	15.00%	0.5811	5.71%	1.5252%	3.74	0.1652	5.17%	1.2168%	4.25
22-29	2,167	1,383	470	23.97%	0.6382	0.00%	1.2861%	0.00	0.2169	0.00%	1.0261%	0.00
30-54	4,593	2,646	910	50.80%	0.5761	6.21%	1.0298%	6.03	0.1981	1.88%	0.8216%	2.28
55+	924	430	130	10.22%	0.4654	17.28%	1.7793%	9.71	0.1407	7.62%	1.4195%	5.37
All Race	9,041	5,247	1,734	100.00%	0.5804				0.1918			
American Indian	325	172	53	3.59%	0.5292	12.63%	2.7971%	4.51	0.1631	5.64%	2.2315%	2.53
Asian	66	40	10	0.73%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	328	215	72	3.63%	0.6555	0.00%	2.7848%	0.00	0.2195	0.00%	2.2217%	0.00
Pacific Islander	63	34	13	0.70%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	7,379	4,243	1,417	81.62%	0.5750	8.05%	0.8125%	9.91	0.1920	2.75%	0.6482%	4.24
Other	880	543	169	9.73%	0.6170	3.84%	1.7600%	2.18	0.1920	2.75%	1.4041%	1.96
All Hispanic	9,041	5,247	1,734	100.00%	0.5804				0.1918			
Hispanic	642	407	129	7.10%	0.6340	0.00%	2.7545%	0.00	0.2009	0.00%	2.1975%	0.00
n/a	23	16	7	0.25%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	9,041	5,247	1,734	100.00%	0.5804				0.1918			
Disabled	494	169	52	5.46%	0.3421	25.38%	2.2847%	11.11	0.1053	9.20%	1.8227%	5.05
Not Disabled	8,399	5,005	1,657	92.90%	0.5959	0.00%	0.7615%	0.00	0.1973	0.00%	0.6075%	0.00

Two Standard Deviation Test Analysis Output

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WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Wagner Peyser Program

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	9,594	5,465	1,787	100.00%	56.96%		18.63%	
Male	5,829	3,345	1,092	60.76%	57.39%	Best	18.73%	Best
Female	3,765	2,120	695	39.24%	56.31%	98.12%	18.46%	98.54%
All Age	9,594	5,465	1,787	100.00%	56.96%		18.63%	
14-21	1,537	834	235	16.02%	54.26%	85.74%	15.29%	72.27%
22-29	2,269	1,436	480	23.65%	63.29%	Best	21.15%	Best
30-54	4,807	2,751	939	50.10%	57.23%	90.43%	19.53%	92.34%
55+	980	443	133	10.21%	45.20%	71.43%	13.57%	64.15%
All Race	9,594	5,465	1,787	100.00%	56.96%		18.63%	
American Indian	323	170	51	3.37%	52.63%	81.51%	15.79%	75.70%
Asian	70	41	10	0.73%	Insuf Data	N/A	Insuf Data	N/A
Black	350	226	73	3.65%	64.57%	Best	20.86%	Best
Pacific Islander	69	35	14	0.72%	Insuf Data	N/A	Insuf Data	N/A
White	7,791	4,394	1,453	81.21%	56.40%	87.34%	18.65%	89.42%
All Hispanic	9,594	5,465	1,787	100.00%	56.96%		18.63%	
Hispanic	674	419	130	7.03%	62.17%	Best	19.29%	Best
n/a	8,713	4,915	1,623	90.82%	56.41%	90.74%	18.63%	96.58%
All Disability	9,594	5,465	1,787	100.00%	56.96%		18.63%	
Disabled	242	89	31	2.52%	36.78%	63.98%	12.81%	68.22%
Not Disabled	9,352	5,376	1,756	97.48%	57.49%	Best	18.78%	Best

80% Rule Analysis Output

Wagner- Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	9,594	5,465	1,787	100.00%	0.5696				0.1863			
Male	5,829	3,345	1,092	60.76%	0.5739	0.00%	0.9171%	0.00	0.1873	0.00%	0.7211%	0.00
Female	3,765	2,120	695	39.24%	0.5631	1.08%	1.0352%	1.04	0.1846	0.27%	0.8140%	0.34
All Age	9,594	5,465	1,787	100.00%	0.5696				0.1863			
14-21	1,537	834	235	16.02%	0.5426	9.03%	1.4509%	6.22	0.1529	5.87%	1.1408%	5.14
22-29	2,269	1,436	480	23.65%	0.6329	0.00%	1.2611%	0.00	0.2115	0.00%	0.9916%	0.00
30-54	4,807	2,751	939	50.10%	0.5723	6.06%	1.0099%	6.00	0.1953	1.62%	0.7941%	2.04
55+	980	443	133	10.21%	0.4520	18.08%	1.7354%	10.42	0.1357	7.58%	1.3645%	5.56
All Race	9,594	5,465	1,787	100.00%	0.5696				0.1863			
American Indian	323	170	51	3.37%	0.5263	11.94%	2.8115%	4.25	0.1579	5.07%	2.2107%	2.29
Asian	70	41	10	0.73%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	350	226	73	3.65%	0.6457	0.00%	2.7054%	0.00	0.2086	0.00%	2.1272%	0.00
Pacific Islander	69	35	14	0.72%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	7,791	4,394	1,453	81.21%	0.5640	8.17%	0.7933%	10.30	0.1865	2.21%	0.6238%	3.54
All Hispanic	9,594	5,465	1,787	100.00%	0.5696				0.1863			
Hispanic	674	419	130	7.03%	0.6217	0.00%	1.9796%	0.00	0.1929	0.00%	1.5565%	0.00
n/a	8,713	4,915	1,623	90.82%	0.5641	5.76%	0.7502%	7.67	0.1863	0.66%	0.5898%	1.12
All Disability	9,594	5,465	1,787	100.00%	0.5696				0.1863			
Disabled	242	89	31	2.52%	0.3678	20.71%	3.2237%	6.42	0.1281	5.97%	2.5348%	2.35
Not Disabled	9,352	5,376	1,756	97.48%	0.5749	0.00%	0.7241%	0.00	0.1878	0.00%	0.5693%	0.00

Two Standard Deviation Test Analysis Output

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WIA/WIOA DISLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Dislocated Worker Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	2,284	1,267	407	100.00%	55.47%		17.82%	
Male	1,275	720	230	55.82%	56.47%	Best	18.04%	Best
Female	1,009	547	177	44.18%	54.21%	96.00%	17.54%	97.24%
All Age	2,284	1,267	407	100.00%	55.47%		17.82%	
14-21	70	54	14	3.06%	77.14%	Best	20.00%	97.86%
22-29	411	261	84	17.99%	63.50%	82.32%	20.44%	Best
30-54	1,404	769	264	61.47%	54.77%	71.00%	18.80%	92.00%
55+	399	183	45	17.47%	45.86%	59.45%	11.28%	55.18%
All Race	2,284	1,267	407	100.00%	55.47%		17.82%	
American Indian	60	32	14	2.63%	53.33%	78.73%	23.33%	Best
Asian	14	6	2	0.61%	Insuf Data	N/A	Insuf Data	N/A
Black	62	42	12	2.71%	67.74%	Best	19.35%	82.95%
Pacific Islander	15	8	6	0.66%	Insuf Data	N/A	Insuf Data	N/A
White	1,948	1,060	336	85.29%	54.41%	80.33%	17.25%	73.92%
Other	185	119	37	8.10%	64.32%	94.95%	20.00%	85.71%
All Hispanic	2,284	1,267	407	100.00%	55.47%		17.82%	
Hispanic	100	59	18	4.38%	59.00%	Best	18.00%	Best
n/a	14	9	5	0.61%	Insuf Data	N/A	Insuf Data	N/A
All Disability	2,284	1,267	407	100.00%	55.47%		17.82%	
Disabled	92	30	11	4.03%	32.61%	57.69%	11.96%	66.05%
Not Disabled	2,160	1,221	391	94.57%	56.53%	Best	18.10%	Best

80% Rule Analysis Output:

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	2,284	1,267	407	100.00%	0.5547				0.1782			
Male	1,275	720	230	55.82%	0.5647	0.00%	1.9684%	0.00	0.1804	0.00%	1.5156%	0.00
Female	1,009	547	177	44.18%	0.5421	2.26%	2.0941%	1.08	0.1754	0.50%	1.6124%	0.31
All Age	2,284	1,267	407	100.00%	0.5547				0.1782			
14-21	70	54	14	3.06%	0.7714	0.00%	6.0865%	0.00	0.2000	0.44%	4.6865%	0.09
22-29	411	261	84	17.99%	0.6350	13.64%	2.7873%	4.89	0.2044	0.00%	2.1462%	0.00
30-54	1,404	769	264	61.47%	0.5477	22.37%	1.8758%	11.93	0.1880	1.63%	1.4443%	1.13
55+	399	183	45	17.47%	0.4586	31.28%	2.8196%	11.09	0.1128	9.16%	2.1710%	4.22
All Race	2,284	1,267	407	100.00%	0.5547				0.1782			
American Indian	60	32	14	2.63%	0.5333	14.41%	6.5143%	2.21	0.2333	0.00%	5.0159%	0.00
Asian	14	6	2	0.61%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	62	42	12	2.71%	0.6774	0.00%	6.4115%	0.00	0.1935	3.98%	4.9367%	0.81
Pacific Islander	15	8	6	0.66%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	1,948	1,060	336	85.29%	0.5441	13.33%	1.5925%	8.37	0.1725	6.08%	1.2262%	4.96
Other	185	119	37	8.10%	0.6432	3.42%	3.8236%	0.89	0.2000	3.33%	2.9441%	1.13
All Hispanic	2,284	1,267	407	100.00%	0.5547				0.1782			
Hispanic	100	59	18	4.38%	0.5900	0.00%	7.0286%	0.00	0.1800	0.00%	5.4119%	0.00
n/a	14	9	5	0.61%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	2,284	1,267	407	100.00%	0.5547				0.1782			
Disabled	92	30	11	4.03%	0.3261	23.92%	5.2907%	4.52	0.1196	6.15%	4.0738%	1.51
Not Disabled	2,160	1,221	391	94.57%	0.5653	0.00%	1.5123%	0.00	0.1810	0.00%	1.1645%	0.00

Two Standard Deviation Test Analysis Output:

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WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Youth Program.

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	61	20	56	18	100.00%	32.79%		91.80%		29.51%	
Male	25	6	22	8	40.98%	24.00%	61.71%	88.00%	93.18%	32.00%	Best
Female	36	14	34	10	59.02%	38.89%	Best	94.44%	Best	27.78%	86.81%
All Age	61	20	56	18	100.00%	32.79%	84.31%	91.80%	97.20%	29.51%	92.21%
14-18	47	15	47	14	77.05%	31.91%	89.36%	100.00%	Best	29.79%	Best
19-21	14	5	9	4	22.95%	35.71%	Best	64.29%	64.29%	28.57%	95.92%
All Race	61	20	56	18	100.00%	32.79%		91.80%		29.51%	99.06%
American Indian	1		1		1.64%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	1	1	1		1.64%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	57	19	52	18	93.44%	33.33%	Best	91.23%	Best	31.58%	Best
All Hispanic	61	20	56	18	100.00%	32.79%		91.80%		29.51%	93.44%
Hispanic	7	1	7	1	11.48%	14.29%	40.60%	100.00%	Best	14.29%	45.38%
n/a	54	19	49	17	88.52%	35.19%	Best	90.74%	90.74%	31.48%	Best
All Disability	61	20	56	18	100.00%	32.79%	93.18%	91.80%	91.80%	29.51%	93.73%
Disabled	5	3	5	1	8.20%	60.00%	Best	100.00%	Best	20.00%	65.88%
Not Disabled	56	17	51	17	91.80%	30.36%	50.60%	91.07%	91.07%	30.36%	Best

80% Rule Analysis Output:

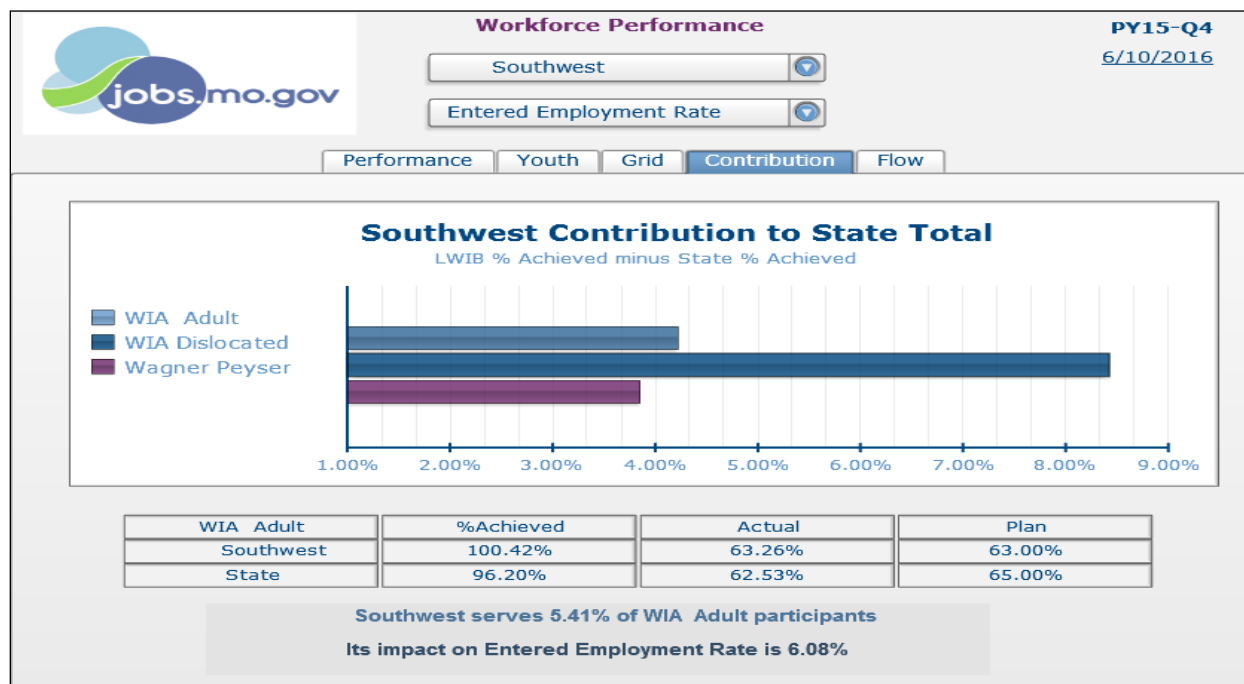
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ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
ALL GENDER	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
Male							X				X	X		
Female														
ALL AGE														
14 - 21														
22 - 29														
30 - 54														
55+	X	X	X	X										
ALL RACE														
American Indian														
Asian														
Black														
Pacific Islander														
White							X				X	X	X	
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability														
Non-Disability		X												

Snapshot showing Southwest Region Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
Southwest	103.76%	65.37%	63.00%
State	99.90%	64.94%	65.00%

Southwest serves 5.40% of Wagner Peyser participants
Its impact on Entered Employment Rate is 5.50%

WIA Dislocated	%Achieved	Actual	Plan
Southwest	100.46%	64.30%	64.00%
State	92.03%	64.42%	70.00%

Southwest serves 3.59% of WIA Dislocated participants
Its impact on Entered Employment Rate is 3.67%

Source: Information were captured from the MoPerforms database system

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REGION'S OUTREACH PLANS

As part of the region's outreach plans to address issues had in any of the programs; below outlined some major action items captured from the region's report:

- Continue as they strengthen relationship with partner agencies like Experience Works, Vocational Rehabilitation, and Economic Security engaging in discussions on referral processes, co-enrollment of programs, available resources, workshop content and staff training.
- Enhance reaching out more to Minority Groups in the region, as part of achieving this has led to staff attending program like Hispanic Resource Fairs, and other community based programs and activities.

ST. CHARLES REGION

The St. Charles County Department of Workforce & Business Development manages and oversees the operations of the Missouri Job Center of St. Charles County which carries out the one-stop center activities. St. Charles County subcontracts with the St. Charles Community College to provide staff. Through this contract, the College employs 8 full-time staff to work at the Job Center. Overall, the St. Charles Community College employs approximately 904 full-time and part-time employees.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *Occupation Trained*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

St. Charles region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

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Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

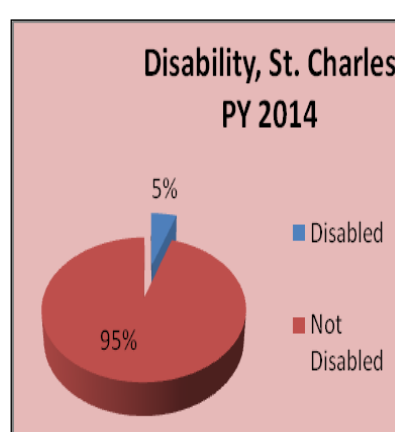
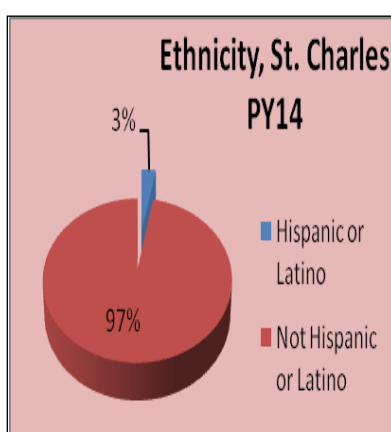
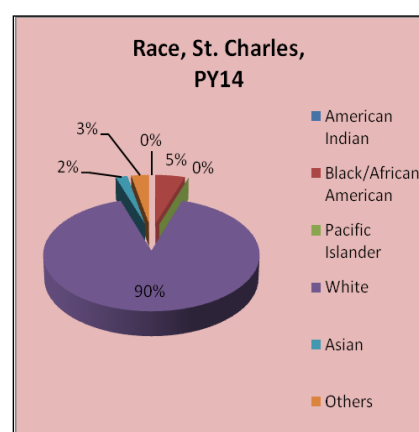
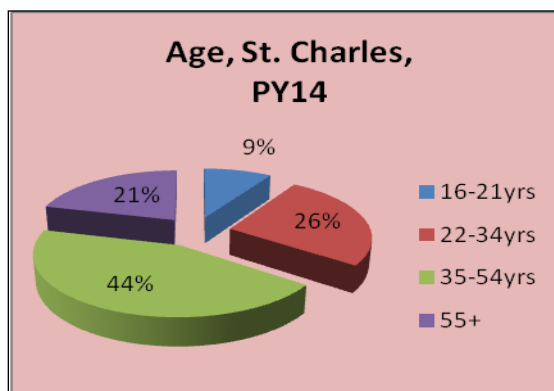
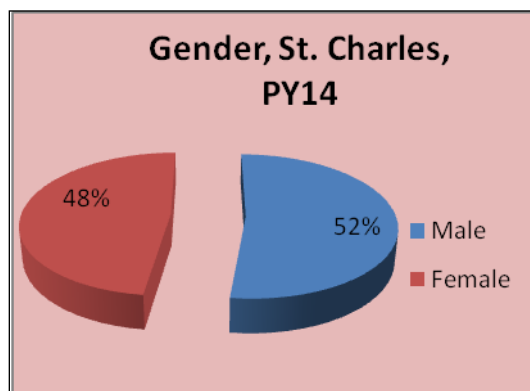
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact. These are captured as part of the region's outreach plans and strategies.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic

excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	6,178	3,785	1,278	100.00%	61.27%		20.69%	
Male	3,326	2,037	653	53.84%	61.24%	Best	19.63%	89.75%
Female	2,848	1,744	623	46.10%	61.24%	99.99%	21.88%	Best
All Age	6,178	3,785	1,278	100.00%	61.27%		20.69%	
14-21	227	157	48	3.67%	69.16%	Best	21.15%	93.66%
22-29	939	626	212	15.20%	66.67%	96.39%	22.58%	Best
30-54	3,657	2,312	784	59.19%	63.22%	91.41%	21.44%	94.96%
55+	1,355	690	234	21.93%	50.92%	73.63%	17.27%	76.49%
All Race	6,178	3,785	1,278	100.00%	61.27%		20.69%	
American Indian	49	25	6	0.79%	Insuf Data	N/A	Insuf Data	N/A
Asian	82	44	16	1.33%	Insuf Data	N/A	Insuf Data	N/A
Black	780	508	160	12.63%	65.13%	Best	20.51%	97.44%
Pacific Islander	15	10	5	0.24%	Insuf Data	N/A	Insuf Data	N/A
White	5,005	3,060	1,039	81.01%	61.14%	93.87%	20.76%	98.61%
Other	247	138	52	4.00%	55.87%	85.79%	21.05%	Best
All Hispanic	6,178	3,785	1,278	100.00%	61.27%		20.69%	
Hispanic	145	86	26	2.35%	59.31%	Best	17.93%	Best
n/a	12	9	5	0.19%	Insuf Data	N/A	Insuf Data	N/A
All Disability	6,178	3,785	1,278	100.00%	61.27%		20.69%	
Disabled	281	131	51	4.55%	46.62%	75.05%	18.15%	86.50%
Not Disabled	5,762	3,579	1,209	93.27%	62.11%	Best	20.98%	Best

80% Rule Analysis Output:

Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIOA/WIA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	6,178	3,785	1,278	100.00%	0.6127				0.2069			
Male	3,326	2,037	653	53.84%	0.6124	0.00%	1.1946%	0.00	0.1963	2.24%	0.9933%	2.26
Female	2,848	1,744	623	46.10%	0.6124	0.01%	1.2437%	0.01	0.2188	0.00%	1.0341%	0.00
All Age	6,178	3,785	1,278	100.00%	0.6127				0.2069			
14-21	227	157	48	3.67%	0.6916	0.00%	3.3321%	0.00	0.2115	1.43%	2.7706%	0.52
22-29	939	626	212	15.20%	0.6667	2.50%	1.7822%	1.40	0.2258	0.00%	1.4819%	0.00
30-54	3,657	2,312	784	59.19%	0.6322	5.94%	1.1392%	5.22	0.2144	1.14%	0.9473%	1.20
55+	1,355	690	234	21.93%	0.5092	18.24%	1.5493%	11.77	0.1727	5.31%	1.2882%	4.12
All Race	6,178	3,785	1,278	100.00%	0.6127				0.2069			
American Indian	49	25	6	0.79%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	82	44	16	1.33%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	780	508	160	12.63%	0.6513	0.00%	1.8752%	0.00	0.2051	0.54%	1.5593%	0.35
Pacific Islander	15	10	5	0.24%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,005	3,060	1,039	81.01%	0.6114	3.99%	0.9738%	4.10	0.2076	0.29%	0.8097%	0.36
Other	247	138	52	4.00%	0.5587	9.26%	3.1752%	2.92	0.2105	0.00%	2.6401%	0.00
All Hispanic	6,178	3,785	1,278	100.00%	0.6127				0.2069			
Hispanic	145	86	26	2.35%	0.5931	0.00%	5.7212%	0.00	0.1793	0.00%	4.7571%	0.00
n/a	12	9	5	0.19%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	6,178	3,785	1,278	100.00%	0.6127				0.2069			
Disabled	281	131	51	4.55%	0.4662	15.49%	2.9761%	5.21	0.1815	2.83%	2.4746%	1.14
Not Disabled	5,762	3,579	1,209	93.27%	0.6211	0.00%	0.9076%	0.00	0.2098	0.00%	0.7546%	0.00

Two Standard Deviation Test Analysis Output

WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the Wagner Peyser Program

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	6,673	4,116	1,360	100.00%	61.68%		20.38%	
Male	3,639	2,252	705	54.53%	61.89%	Best	19.37%	89.74%
Female	3,034	1,864	655	45.47%	61.44%	99.28%	21.59%	Best
All Age	6,673	4,116	1,360	100.00%	61.68%		20.38%	
14-21	294	198	62	4.41%	67.35%	98.83%	21.09%	95.62%
22-29	1,061	723	234	15.90%	68.14%	Best	22.05%	Best
30-54	3,895	2,475	821	58.37%	63.54%	93.25%	21.08%	95.57%
55+	1,423	720	243	21.32%	50.60%	74.25%	17.08%	77.43%
All Race	6,673	4,116	1,360	100.00%	61.68%		20.38%	
American Indian	51	26	7	0.76%	Insuf Data	N/A	Insuf Data	N/A
Asian	85	45	17	1.27%	Insuf Data	N/A	Insuf Data	N/A
Black	885	575	182	13.26%	64.97%	Best	20.56%	Best
Pacific Islander	16	11	5	0.24%	Insuf Data	N/A	Insuf Data	N/A
White	5,334	3,278	1,089	79.93%	61.45%	94.59%	20.42%	99.28%
All Hispanic	6,673	4,116	1,360	100.00%	61.68%		20.38%	
Hispanic	147	88	27	2.20%	59.86%	97.19%	18.37%	90.26%
n/a	6,403	3,944	1,303	95.95%	61.60%	Best	20.35%	Best
All Disability	6,673	4,116	1,360	100.00%	61.68%		20.38%	
Disabled	143	54	18	2.14%	37.76%	60.71%	12.59%	61.25%
Not Disabled	6,530	4,062	1,342	97.86%	62.21%	Best	20.55%	Best

80% Rule Analysis Output:

Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Wagner-Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	6,673	4,116	1,360	100.00%	0.6168				0.2038			
Male	3,639	2,252	705	54.53%	0.6189	0.00%	1.1397%	0.00	0.1937	2.22%	0.9444%	2.35
Female	3,034	1,864	655	45.47%	0.6144	0.45%	1.1952%	0.37	0.2159	0.00%	0.9903%	0.00
All Age	6,673	4,116	1,360	100.00%	0.6168				0.2038			
14-21	294	198	62	4.41%	0.6735	0.80%	2.9404%	0.27	0.2109	0.97%	2.4364%	0.40
22-29	1,061	723	234	15.90%	0.6814	0.00%	1.6836%	0.00	0.2205	0.00%	1.3950%	0.00
30-54	3,895	2,475	821	58.37%	0.6354	4.60%	1.1016%	4.18	0.2108	0.98%	0.9128%	1.07
55+	1,423	720	243	21.32%	0.5060	17.55%	1.5059%	11.65	0.1708	4.98%	1.2478%	3.99
All Race	6,673	4,116	1,360	100.00%	0.6168				0.2038			
American Indian	51	26	7	0.76%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	85	45	17	1.27%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	885	575	182	13.26%	0.6497	0.00%	1.7646%	0.00	0.2056	0.00%	1.4621%	0.00
Pacific Islander	16	11	5	0.24%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,334	3,278	1,089	79.93%	0.6145	3.52%	0.9414%	3.74	0.2042	0.15%	0.7800%	0.19
All Hispanic	6,673	4,116	1,360	100.00%	0.6168				0.2038			
Hispanic	147	88	27	2.20%	0.5986	1.73%	4.0556%	0.43	0.1837	1.98%	3.3604%	0.59
n/a	6,403	3,944	1,303	95.95%	0.6160	0.00%	0.8592%	0.00	0.2035	0.00%	0.7119%	0.00
All Disability	6,673	4,116	1,360	100.00%	0.6168				0.2038			
Disabled	143	54	18	2.14%	0.3776	24.44%	4.1098%	5.95	0.1259	7.96%	3.4053%	2.34
Not Disabled	6,530	4,062	1,342	97.86%	0.6221	0.00%	0.8508%	0.00	0.2055	0.00%	0.7050%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA DISLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in red depict adverse impact in the Dislocated Worker Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	4,080	2,492	866	100.00%	61.08%		21.23%	
Male	2,159	1,298	423	52.92%	60.12%	96.82%	19.59%	85.02%
Female	1,918	1,191	442	47.01%	62.10%	Best	23.04%	Best
All Age	4,080	2,492	866	100.00%	61.08%		21.23%	
14-21	63	45	14	1.54%	Insuf Data	N/A	Insuf Data	N/A
22-29	519	338	112	12.72%	65.13%	Best	21.58%	96.25%
30-54	2,520	1,590	565	61.76%	63.10%	96.88%	22.42%	Best
55+	978	519	175	23.97%	53.07%	81.49%	17.89%	79.81%
All Race	4,080	2,492	866	100.00%	61.08%		21.23%	
American Indian	28	15	4	0.69%	Insuf Data	N/A	Insuf Data	N/A
Asian	55	28	15	1.35%	Insuf Data	N/A	Insuf Data	N/A
Black	364	241	80	8.92%	66.21%	Best	21.98%	98.90%
Pacific Islander	8	7	3	0.20%	Insuf Data	N/A	Insuf Data	N/A
White	3,481	2,120	732	85.32%	60.90%	91.98%	21.03%	94.63%
Other	144	81	32	3.53%	56.25%	84.96%	22.22%	Best
All Hispanic	4,080	2,492	866	100.00%	61.08%		21.23%	
Hispanic	84	52	20	2.06%	61.90%	Best	23.81%	Best
n/a	11	8	4	0.27%	Insuf Data	N/A	Insuf Data	N/A
All Disability	4,080	2,492	866	100.00%	61.08%		21.23%	
Disabled	116	60	20	2.84%	51.72%	84.33%	17.24%	79.94%
Not Disabled	3,890	2,386	839	95.34%	61.34%	Best	21.57%	Best

80% Rule Analysis Output:

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WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	4,080	2,492	866	100.00%	0.6108				0.2123			
Male	2,159	1,298	423	52.92%	0.6012	1.98%	1.4840%	1.33	0.1959	3.45%	1.2445%	2.77
Female	1,918	1,191	442	47.01%	0.6210	0.00%	1.5299%	0.00	0.2304	0.00%	1.2830%	0.00
All Age	4,080	2,492	866	100.00%	0.6108				0.2123			
14-21	63	45	14	1.54%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
22-29	519	338	112	12.72%	0.6513	0.00%	2.3503%	0.00	0.2158	0.84%	1.9711%	0.43
30-54	2,520	1,590	565	61.76%	0.6310	2.03%	1.3736%	1.48	0.2242	0.00%	1.1520%	0.00
55+	978	519	175	23.97%	0.5307	12.06%	1.8369%	6.56	0.1789	4.53%	1.5405%	2.94
All Race	4,080	2,492	866	100.00%	0.6108				0.2123			
American Indian	28	15	4	0.69%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	55	28	15	1.35%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	364	241	80	8.92%	0.6621	0.00%	2.6859%	0.00	0.2198	0.24%	2.2525%	0.11
Pacific Islander	8	7	3	0.20%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	3,481	2,120	732	85.32%	0.6090	5.31%	1.1687%	4.54	0.2103	1.19%	0.9801%	1.22
Other	144	81	32	3.53%	0.5625	9.96%	4.1463%	2.40	0.2222	0.00%	3.4773%	0.00
All Hispanic	4,080	2,492	866	100.00%	0.6108				0.2123			
Hispanic	84	52	20	2.06%	0.6190	0.00%	7.5234%	0.00	0.2381	0.00%	6.3095%	0.00
n/a	11	8	4	0.27%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	4,080	2,492	866	100.00%	0.6108				0.2123			
Disabled	116	60	20	2.84%	0.5172	9.61%	4.5940%	2.09	0.1724	4.33%	3.8528%	1.12
Not Disabled	3,890	2,386	839	95.34%	0.6134	0.00%	1.1056%	0.00	0.2157	0.00%	0.9272%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in red depict adverse impact in the region's Youth Program.

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	34	33	17	4	100.00%	97.06%		50.00%		11.76%	
Male	24	24	15	2	70.59%	100.00%	Best	62.50%	Best	8.33%	41.67%
Female	10	9	2	2	29.41%	90.00%	90.00%	20.00%	32.00%	20.00%	Best
All Age	34	33	17	4	100.00%	97.06%		50.00%		11.76%	
14-18	20	20	11	2	58.82%	100.00%	Best	55.00%	Best	10.00%	70.00%
19-21	14	13	6	2	41.18%	92.86%	92.86%	42.86%	77.92%	14.29%	Best
All Race	34	33	17	4	100.00%	97.06%		50.00%		11.76%	
American Indian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	15	15	6	2	44.12%	100.00%	Best	40.00%	75.56%	13.33%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	17	16	9	2	50.00%	94.12%	94.12%	52.94%	Best	11.76%	88.24%
All Hispanic	34	33	17	4	100.00%	97.06%		50.00%		11.76%	
Hispanic	1	1			2.94%	100.00%	Best	0.00%	0.00%	0.00%	0.00%
n/a	32	31	16	4	94.12%	96.88%	96.88%	50.00%	Best	12.50%	Best
All Disability	34	33	17	4	100.00%	97.06%		50.00%		11.76%	
Disabled	13	13	10	1	38.24%	100.00%	Best	76.92%	Best	7.69%	53.85%
Not Disabled	21	20	7	3	61.76%	95.24%	95.24%	33.33%	43.33%	14.29%	Best

80% Rule Analysis Output:

Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIA/WIOA Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Received Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Received Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	34	33	17	4	100%	0.9706				0.5000			
Male	24	24	15	2	71%	1.0000	0.00%	4.8774%	0.00	0.6250	0.00%	14.4338%	0.00
Female	10	9	2	2	29%	0.9000	10.00%	6.3593%	1.57	0.2000	42.50%	18.8193%	2.26
All Age	34	33	17	4	100%	0.9706				0.5000			
14-18	20	20	11	2	59%	1.0000	0.00%	5.3429%	0.00	0.5500	0.00%	15.8114%	0.00
19-21	14	13	6	2	41%	0.9286	7.14%	5.8876%	1.21	0.4286	12.14%	17.4233%	0.70
All Race	34	33	17	4	100%	0.9706				0.5000			
American Indian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	15	15	6	2	44%	1.0000	0.00%	5.9853%	0.00	0.4000	12.94%	17.7123%	0.73
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	17	16	9	2	50%	0.9412	5.88%	5.7952%	1.02	0.5294	0.00%	17.1499%	0.00
All Hispanic	34	33	17	4	100%	0.9706				0.5000			
Hispanic	1	1			3%	1.0000	0.00%	17.1577%	0.00	0.0000	N/A	N/A	N/A
n/a	32	31	16	4	94%	0.9688	3.13%	4.2239%	0.74	0.5000	0.00%	12.5000%	0.00
All Disability	34	33	17	4	100%	0.9706				0.5000			
Disabled	13	13	10	1	38%	1.0000	0.00%	5.9626%	0.00	0.7692	0.00%	17.6453%	0.00
Not Disabled	21	20	7	3	62%	0.9524	4.76%	5.2141%	0.91	0.3333	43.59%	15.4303%	2.82

Two Standard Deviation Test Analysis Output:

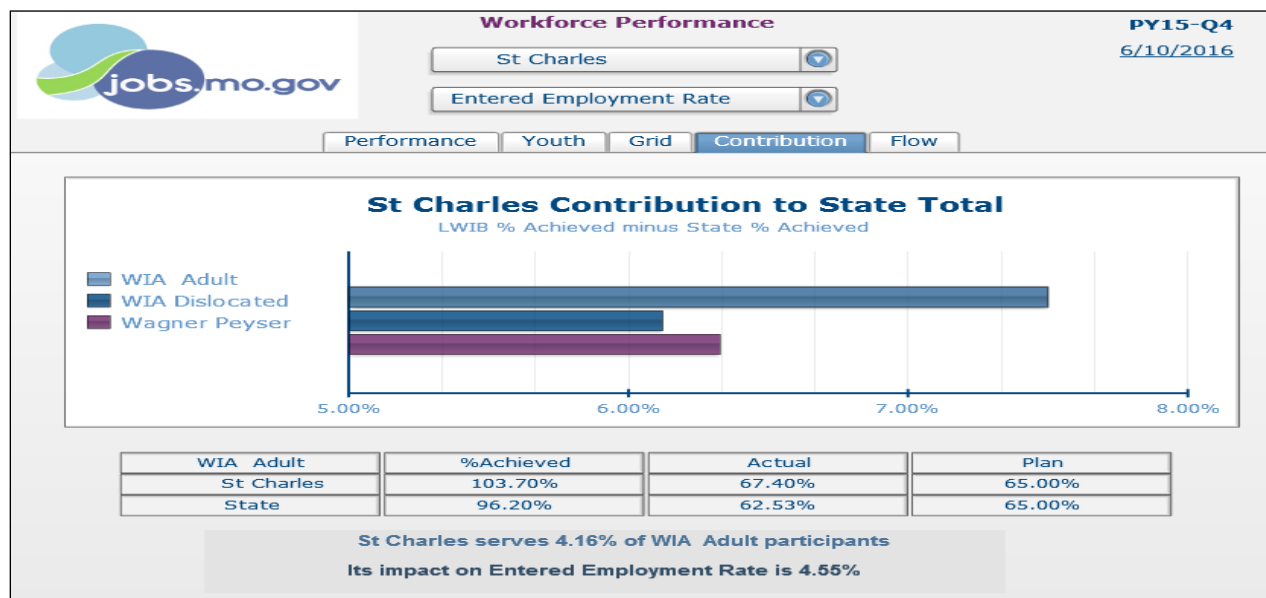
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ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
ALL GENDER	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
Male														
Female									X					
ALL AGE														
14 - 21					X									
22 - 29														
30 - 54							X							
55+	X								X					
ALL RACE														
American Indian														
Asian														
Black											X			
Pacific Islander														
White							X							
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability	X								X					
Non-Disability							X							

Snapshot showing St. Charles Region Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
St Charles	106.23%	69.05%	65.00%
State	99.90%	64.94%	65.00%

St Charles serves 3.98% of Wagner Peyser participants
Its impact on Entered Employment Rate is 4.18%

WIA Dislocated	%Achieved	Actual	Plan
St Charles	98.16%	68.71%	70.00%
State	92.03%	64.42%	70.00%

St Charles serves 6.08% of WIA Dislocated participants
Its impact on Entered Employment Rate is 6.28%

Source: Information were captured from the MoPerforms database system

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REGION'S OUTREACH PLANS

The region provided great outreach strategies that are being implemented as ways of addressing issues in the specific programs and activities concern. Below outlined some major outreach plans captured from the region's report:

- Staff members are now assigned to attend monthly meetings of the area's Community Council. Staff will periodically be the keynote speaker at a Council's monthly luncheon to speak about the services available and invite member organizations to refer individuals.
- The Job Center will man a booth at the annual Community Service Summit to answer questions and encourage referrals to the Job Center. Staff will also have a booth at the St. Louis Business Expo to promote services and resources.
- Staff will travel to various service agencies and non-profits to speak of the services and programs available at the Job Center and encourage referrals. Staff engaging in more community based programs/activities providing services
- Flyers announcing events held at the Job Center are sent to other partner agencies like the local Vocational Rehabilitation office, Missouri's Family Support Division, Senior Community Centers, and several social service agencies and area high schools. More agencies have been added to include Next Step for Life, Hispanic Chamber of Commerce and many more.
- Area High School Equivalency Test classes are now held at the Job Center. Attendees are encouraged to use the full array of services available at the Job Center.
- Veteran Outreach - Outreach efforts to the veteran population include attendance of One Eighty Group, local Veterans Committee, Community Council Meetings, visits to the St. Patrick Center, participation in the Veterans Best Practices Working Group and daily visits to area service agencies by the local DVOP. Mapping, determine what population each entity can serve and what they can offer and define how each population is the same

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and/or different. A priority of this committee is to help people with barriers to employment.

- Sector Visits -the WDB has chosen 5 industry sectors to target (healthcare, finance, IT, advanced manufacturing and logistics.) In an effort to develop career pathways in these sectors, staffs have been designated as industry experts. To help develop their expertise in these fields, staffs have been making in-person visits to companies in these sectors. The knowledge obtained from these visits will assist in helping customers obtain jobs and/or training in these fields. The Job Center hosted its first IT Training and Job Fair and plans to have similar training and job fairs for the other 4 sectors.
- The Region's Job Center has also begun utilizing social media (Face book) to connect with job seekers. In addition, webcams have been installed on several staff computers to assist in communicating with individuals who may have transportation issues via Skype.

ST. LOUIS CITY REGION

SLATE is the comprehensive center serving as the Full – Service One Stop Missouri Job Center operates in the region. It coordinates with the Missouri State Department of Economic Development (DED), Division of Workforce Development (DWD), the City of St. Louis Mayor's office and a number of partners collaborating together connecting employers to a skilled workforce and provide training and placement services to the City's workforce.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

St. Louis City region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

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APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region reported that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

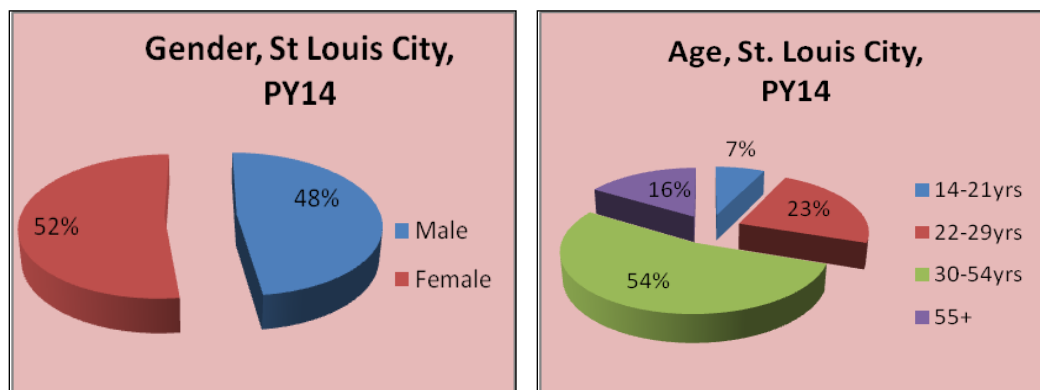
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

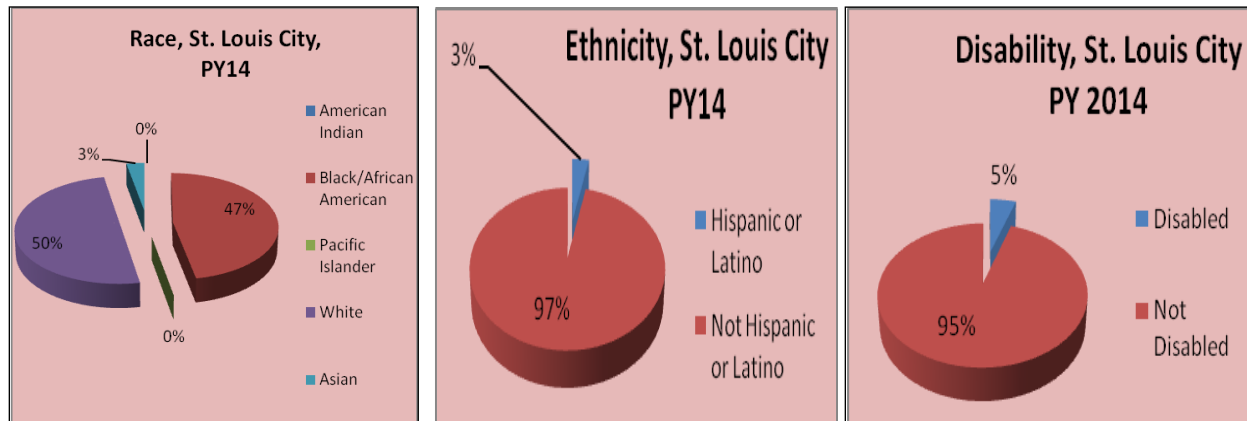
Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.





ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	13,271	6,991	2,588	100.00%	52.68%		19.50%	
Male	7,116	3,520	1,179	53.62%	49.47%	87.67%	16.57%	72.35%
Female	6,148	3,469	1,408	46.33%	56.42%	Best	22.90%	Best
All Age	13,271	6,991	2,588	100.00%	52.68%		19.50%	
14-21	920	501	219	6.93%	54.46%	92.68%	23.80%	Best
22-29	3,084	1,812	632	23.24%	58.75%	Best	20.49%	86.09%
30-54	7,361	3,865	1,406	55.47%	52.51%	89.37%	19.10%	80.24%
55+	1,906	813	331	14.36%	42.65%	72.60%	17.37%	72.95%
All Race	13,271	6,991	2,588	100.00%	52.68%		19.50%	
American Indian	50	27	6	0.38%	Insuf Data	N/A	Insuf Data	N/A
Asian	89	37	13	0.67%	Insuf Data	N/A	Insuf Data	N/A
Black	8,893	4,786	1,797	67.01%	53.82%	Best	20.21%	Best
Pacific Islander	22	9	4	0.17%	Insuf Data	N/A	Insuf Data	N/A
White	3,547	1,795	651	26.73%	50.61%	94.03%	18.35%	90.83%
Other	670	337	117	5.05%	50.30%	93.46%	17.46%	86.42%
All Hispanic	13,271	6,991	2,588	100.00%	52.68%		19.50%	
Hispanic	244	133	38	1.84%	Insuf Data	N/A	Insuf Data	N/A
n/a	15	10	6	0.11%	Insuf Data	N/A	Insuf Data	N/A
All Disability	13,271	6,991	2,588	100.00%	52.68%		19.50%	
Disabled	694	230	75	5.23%	33.14%	61.28%	10.81%	53.49%
Not Disabled	12,211	6,604	2,467	92.01%	54.08%	Best	20.20%	Best

80% Rule Analysis Output:

WIOA/WIA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	13,271	6,991	2,588	100.00%	0.5268				0.1950			
Male	7,116	3,520	1,179	53.62%	0.4947	6.96%	0.8370%	8.31	0.1657	6.33%	0.6642%	9.53
Female	6,148	3,469	1,408	46.33%	0.5642	0.00%	0.8694%	0.00	0.2290	0.00%	0.6899%	0.00
All Age	13,271	6,991	2,588	100.00%	0.5268				0.1950			
14-21	920	501	219	6.93%	0.5446	4.30%	1.7459%	2.46	0.2380	0.00%	1.3855%	0.00
22-29	3,084	1,812	632	23.24%	0.5875	0.00%	1.0710%	0.00	0.2049	3.31%	0.8499%	3.90
30-54	7,361	3,865	1,406	55.47%	0.5251	6.25%	0.8230%	7.59	0.1910	4.70%	0.6531%	7.20
55+	1,906	813	331	14.36%	0.4265	16.10%	1.2832%	12.55	0.1737	6.44%	1.0183%	6.32
All Race	13,271	6,991	2,588	100.00%	0.5268				0.1950			
American Indian	50	27	6	0.38%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	89	37	13	0.67%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	8,893	4,786	1,797	67.01%	0.5382	0.00%	0.7487%	0.00	0.2021	0.00%	0.5942%	0.00
Pacific Islander	22	9	4	0.17%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	3,547	1,795	651	26.73%	0.5061	3.21%	0.9915%	3.24	0.1835	1.85%	0.7868%	2.36
Other	670	337	117	5.05%	0.5030	3.52%	2.0002%	1.76	0.1746	2.74%	1.5873%	1.73
All Hispanic	13,271	6,991	2,588	100.00%	0.5268				0.1950			
Hispanic	244	133	38	1.84%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	15	10	6	0.11%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	13,271	6,991	2,588	100.00%	0.5268				0.1950			
Disabled	694	230	75	5.23%	0.3314	20.94%	1.9484%	10.75	0.1081	9.40%	1.5461%	6.08
Not Disabled	12,211	6,604	2,467	92.01%	0.5408	0.00%	0.6390%	0.00	0.2020	0.00%	0.5071%	0.00

Two Standard Deviation Test Analysis Output:

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WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Wagner Peyser Program

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	6,673	4,116	1,360	100.00%	61.68%		20.38%	
Male	3,639	2,252	705	54.53%	61.89%	Best	19.37%	89.74%
Female	3,034	1,864	655	45.47%	61.44%	99.28%	21.59%	Best
All Age	6,673	4,116	1,360	100.00%	61.68%		20.38%	
14-21	294	198	62	4.41%	67.35%	98.83%	21.09%	95.62%
22-29	1,061	723	234	15.90%	68.14%	Best	22.05%	Best
30-54	3,895	2,475	821	58.37%	63.54%	93.25%	21.08%	95.57%
55+	1,423	720	243	21.32%	50.60%	74.25%	17.08%	77.43%
All Race	6,673	4,116	1,360	100.00%	61.68%		20.38%	
American Indian	51	26	7	0.76%	Insuf Data	N/A	Insuf Data	N/A
Asian	85	45	17	1.27%	Insuf Data	N/A	Insuf Data	N/A
Black	885	575	182	13.26%	64.97%	Best	20.56%	Best
Pacific Islander	16	11	5	0.24%	Insuf Data	N/A	Insuf Data	N/A
White	5,334	3,278	1,089	79.93%	61.45%	94.59%	20.42%	99.28%
All Hispanic	6,673	4,116	1,360	100.00%	61.68%		20.38%	
Hispanic	147	88	27	2.20%	59.86%	97.19%	18.37%	90.26%
n/a	6,403	3,944	1,303	95.95%	61.60%	Best	20.35%	Best
All Disability	6,673	4,116	1,360	100.00%	61.68%		20.38%	
Disabled	143	54	18	2.14%	37.76%	60.71%	12.59%	61.25%
Not Disabled	6,530	4,062	1,342	97.86%	62.21%	Best	20.55%	Best

80% Rule Analysis Output:

Wagner-Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	14,892	7,937	2,864	100.00%	0.5330				0.1923			
Male	8,038	4,042	1,315	53.98%	0.5029	6.54%	0.7870%	8.31	0.1636	6.24%	0.6217%	10.04
Female	6,854	3,895	1,549	46.02%	0.5683	0.00%	0.8203%	0.00	0.2260	0.00%	0.6480%	0.00
All Age	14,892	7,937	2,864	100.00%	0.5330				0.1923			
14-21	1,288	703	301	8.65%	0.5458	4.65%	1.4965%	3.11	0.2337	0.00%	1.1822%	0.00
22-29	3,424	2,028	685	22.99%	0.5923	0.00%	1.0169%	0.00	0.2001	3.36%	0.8033%	4.19
30-54	8,106	4,331	1,527	54.43%	0.5343	5.80%	0.7837%	7.40	0.1884	4.53%	0.6191%	7.32
55+	2,074	875	351	13.93%	0.4219	17.04%	1.2277%	13.88	0.1692	6.45%	0.9698%	6.65
All Race	14,892	7,937	2,864	100.00%	0.5330				0.1923			
American Indian	51	28	11	0.34%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	100	42	17	0.67%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	9,820	5,321	1,919	65.94%	0.5419	0.00%	0.7120%	0.00	0.1954	0.00%	0.5625%	0.00
Pacific Islander	29	13	6	0.19%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	3,800	1,951	694	25.52%	0.5134	2.84%	0.9532%	2.98	0.1826	1.28%	0.7530%	1.70
All Hispanic	14,892	7,937	2,864	100.00%	0.5330				0.1923			
Hispanic	223	124	36	1.50%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	14,172	7,500	2,694	95.17%	0.5292	0.00%	0.5927%	0.00	0.1901	0.00%	0.4682%	0.00
All Disability	14,892	7,937	2,864	100.00%	0.5330				0.1923			
Disabled	353	111	39	2.37%	0.3144	22.38%	2.6875%	8.33	0.1105	8.38%	2.1230%	3.95
Not Disabled	14,539	7,826	2,825	97.63%	0.5383	0.00%	0.5852%	0.00	0.1943	0.00%	0.4623%	0.00

Two Standard Deviation Test Analysis Output:

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WIA/WIOA DISLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Dislocated Worker Program

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	7,268	3,990	1,639	100.00%	54.90%		22.55%	
Male	3,303	1,711	632	45.45%	51.80%	90.14%	19.13%	75.40%
Female	3,964	2,278	1,006	54.54%	57.47%	Best	25.38%	Best
All Age	7,268	3,990	1,639	100.00%	54.90%		22.55%	
14-21	225	142	63	3.10%	63.11%	Best	28.00%	Best
22-29	1,438	886	368	19.79%	61.61%	97.63%	25.59%	91.40%
30-54	4,267	2,357	942	58.71%	55.24%	87.52%	22.08%	78.84%
55+	1,338	605	266	18.41%	45.22%	71.65%	19.88%	71.00%
All Race	7,268	3,990	1,639	100.00%	54.90%		22.55%	
American Indian	17	9	1	0.23%	Insuf Data	N/A	Insuf Data	N/A
Asian	51	19	7	0.70%	Insuf Data	N/A	Insuf Data	N/A
Black	4,288	2,506	1,080	59.00%	58.44%	Best	25.19%	Best
Pacific Islander	10	5	2	0.14%	Insuf Data	N/A	Insuf Data	N/A
White	2,558	1,272	477	35.20%	49.73%	85.09%	18.65%	74.04%
Other	344	179	72	4.73%	52.03%	89.04%	20.93%	83.10%
All Hispanic	7,268	3,990	1,639	100.00%	54.90%		22.55%	
Hispanic	126	67	16	1.73%	Insuf Data	N/A	Insuf Data	N/A
n/a	8	6	3	0.11%	Insuf Data	N/A	Insuf Data	N/A
All Disability	7,268	3,990	1,639	100.00%	54.90%		22.55%	
Disabled	214	100	41	2.94%	46.73%	84.30%	19.16%	83.71%
Not Disabled	6,886	3,817	1,576	94.74%	55.43%	Best	22.89%	Best

80% Rule Analysis Output:

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	7,268	3,990	1,639	100.00%	0.5490				0.2255			
Male	3,303	1,711	632	45.45%	0.5180	5.67%	1.1723%	4.83	0.1913	6.24%	0.9846%	6.34
Female	3,964	2,278	1,006	54.54%	0.5747	0.00%	1.1177%	0.00	0.2538	0.00%	0.9387%	0.00
All Age	7,268	3,990	1,639	100.00%	0.5490				0.2255			
14-21	225	142	63	3.10%	0.6311	0.00%	3.4036%	0.00	0.2800	0.00%	2.8586%	0.00
22-29	1,438	886	368	19.79%	0.6161	1.50%	1.5173%	0.99	0.2559	2.41%	1.2743%	1.89
30-54	4,267	2,357	942	58.71%	0.5524	7.87%	1.0773%	7.31	0.2208	5.92%	0.9048%	6.55
55+	1,338	605	266	18.41%	0.4522	17.89%	1.5591%	11.48	0.1988	8.12%	1.3094%	6.20
All Race	7,268	3,990	1,639	100.00%	0.5490				0.2255			
American Indian	17	9	1	0.23%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	51	19	7	0.70%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	4,288	2,506	1,080	59.00%	0.5844	0.00%	1.0746%	0.00	0.2519	0.00%	0.9026%	0.00
Pacific Islander	10	5	2	0.14%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	2,558	1,272	477	35.20%	0.4973	8.72%	1.2431%	7.01	0.1865	6.54%	1.0441%	6.26
Other	344	179	72	4.73%	0.5203	6.41%	2.7884%	2.30	0.2093	4.26%	2.3419%	1.82
All Hispanic	7,268	3,990	1,639	100.00%	0.5490				0.2255			
Hispanic	126	67	16	1.73%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	8	6	3	0.11%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	7,268	3,990	1,639	100.00%	0.5490				0.2255			
Disabled	214	100	41	2.94%	0.4673	8.70%	3.4539%	2.52	0.1916	3.73%	2.9009%	1.29
Not Disabled	6,886	3,817	1,576	94.74%	0.5543	0.00%	0.8480%	0.00	0.2289	0.00%	0.7122%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Wagner Peyser Program.

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	234	107	232	138	100.00%	45.73%		99.15%		58.97%	
Male	97	40	96	53	41.45%	41.24%	84.32%	98.97%	99.70%	54.64%	88.07%
Female	137	67	136	85	58.55%	48.91%	Best	99.27%	Best	62.04%	Best
All Age	234	107	232	138	100.00%	45.73%		99.15%		58.97%	
14-18	161	80	159	93	68.80%	49.69%	Best	98.76%	98.76%	57.76%	93.71%
19-21	73	27	73	45	31.20%	36.99%	74.43%	100.00%	Best	61.64%	Best
All Race	234	107	232	138	100.00%	45.73%		99.15%		58.97%	
American Indian	1	1	1	1	0.43%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian	2	1	2	2	0.85%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	208	91	206	120	88.89%	43.75%	Best	99.04%	99.04%	57.69%	92.31%
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	8	3	8	5	3.42%	37.50%	85.71%	100.00%	Best	62.50%	Best
All Hispanic	234	107	232	138	100.00%	45.73%		99.15%		58.97%	
Hispanic	3	1	3	1	1.28%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
n/a	230	106	228	137	98.29%	46.09%	Best	99.13%	Best	59.57%	Best
All Disability	234	107	232	138	100.00%	45.73%		99.15%		58.97%	
Disabled	16	11	16	13	6.84%	68.75%	Best	100.00%	Best	81.25%	Best
Not Disabled	218	96	216	125	93.16%	44.04%	64.05%	99.08%	99.08%	57.34%	70.57%

80% Rule Analysis Output:

Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Rec'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Received Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	234	107	232	138	100%	0.4573				0.9915			
Male	97	40	96	53	41%	0.4124	7.67%	6.6106%	1.16	0.9897	0.30%	1.2215%	0.25
Female	137	67	136	85	59%	0.4891	0.00%	6.0191%	0.00	0.9927	0.00%	1.1122%	0.00
All Age	234	107	232	138	100%	0.4573				0.9915			
14-18	161	80	159	93	69%	0.4969	0.00%	5.5524%	0.00	0.9876	1.24%	1.0260%	1.21
19-21	73	27	73	45	31%	0.3699	12.70%	7.0293%	1.81	1.0000	0.00%	1.2989%	0.00
All Race	234	107	232	138	100%	0.4573				0.9915			
American Indian	1	1	1	1	0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	2	1	2	2	1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	208	91	206	120	89%	0.4375	0.00%	4.8850%	0.00	0.9904	0.96%	0.9027%	1.07
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	8	3	8	5	3%	0.3750	6.25%	17.9485%	0.35	1.0000	0.00%	3.3166%	0.00
All Hispanic	234	107	232	138	100%	0.4573				0.9915			
Hispanic	3	1	3	1	1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	230	106	228	137	98%	0.4609	0.00%	4.6455%	0.00	0.9913	0.00%	0.8584%	0.00
All Disability	234	107	232	138	100%	0.4573				0.9915			
Disabled	16	11	16	13	7%	0.6875	0.00%	12.9032%	0.00	1.0000	0.00%	2.3843%	0.00
Not Disabled	218	96	216	125	93%	0.4404	24.71%	4.7716%	5.18	0.9908	0.92%	0.8817%	1.04

Two Standard Deviation Test Analysis Output:

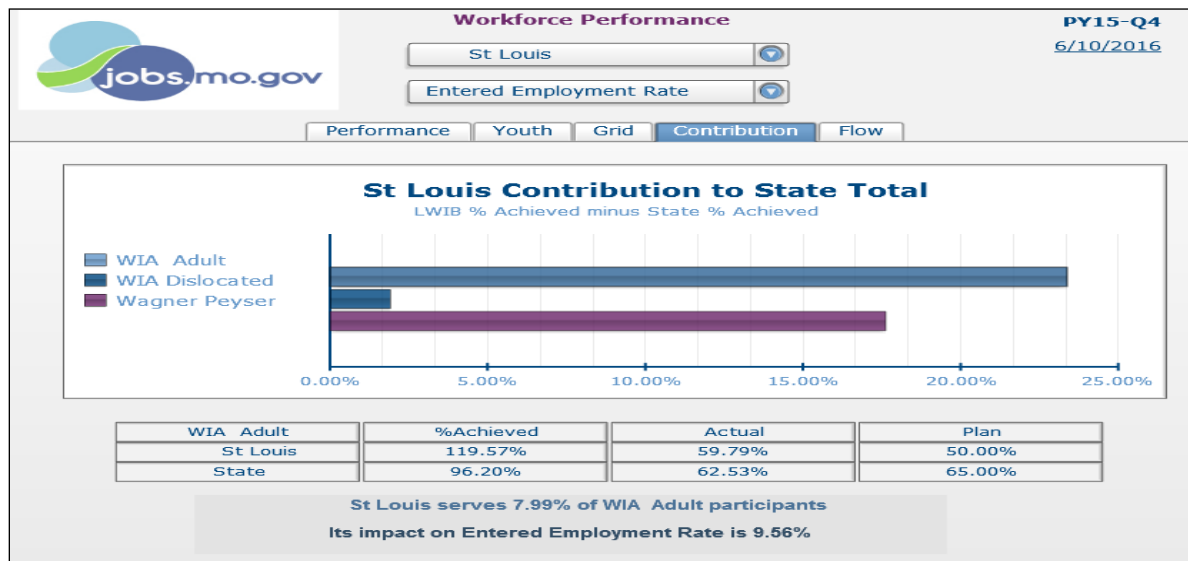
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ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
ALL GENDER														
Male														
Female														
ALL AGE														
14 - 21														
22 - 29							X	X	X	X	X			
30 - 54							X	X	X	X				
55+	X	X					X	X	X	X				
ALL RACE														
American Indian														
Asian														
Black														
Pacific Islander														
White							X							
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability														
Non-Disability														

Snapshot showing St. Louis City Region Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
St Louis	117.52%	63.46%	54.00%
State	99.90%	64.94%	65.00%

St Louis serves 8.40% of Wagner Peyser participants
Its impact on Entered Employment Rate is 8.94%

WIA Dislocated	%Achieved	Actual	Plan
St Louis	93.93%	62.94%	67.00%
State	92.03%	64.42%	70.00%

St Louis serves 9.73% of WIA Dislocated participants
Its impact on Entered Employment Rate is 11.18%

Source: Information were captured from the MoPerforms database system

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REGION'S OUTREACH PLANS

The region provided great outreach strategies that are being implemented as ways of addressing issues in the specific programs and activities concern. Below outlined some major outreach plans captured from the region's report:

- The region is now collaborating more with local partners like State Economic Developers and also presenting various services to new employers as they get ready to start recruiting and hiring new staff.
- Engage in special relationships with local networking associations and outplacement agencies which will increase market penetration to recruit qualified candidates.
- The region will continue to offer services including, but not limited to: business consulting (Will refer to our new partners Kevin Wilson & Lynnette Watson from Empowerment Zone SBTDC University of Missouri Extension), and posting job orders on jobs.mo.gov

ST. LOUIS COUNTY REGION

The North Oaks Career Center and Florissant Career Center were designated as the Saint Louis County Region under the Workforce Investment Act of 1998. North Oaks was established to provide a "One Stop" location for job seekers and business to receive services.

The Saint Louis County Region has partnership with several agencies, including International Institute, Better Family Life, Family Workforce of America, Urban League and Saint Louis Community College. Each partner strives to provide the best possible service to the citizens of the region without regard to race gender, age, disability, veterans' status, or ethnicity.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *Missouri Work Ready*
- *Linking to Employment Activities Pre-release (LEAP)*
- *St. Louis Career Pathway*
- *DWD – Trade Act Assistance*
- *DWD/DED – U.I. Worker Profiling*

EQUAL OPPORTUNITY DATA REPORTING STEPS

St. Louis County region complied with all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain Civilian Labor Force or Population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

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Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

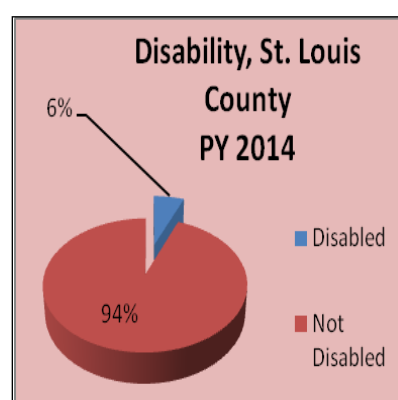
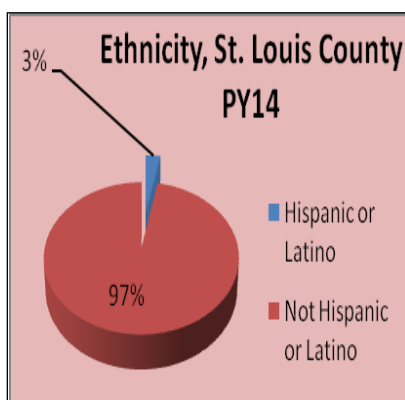
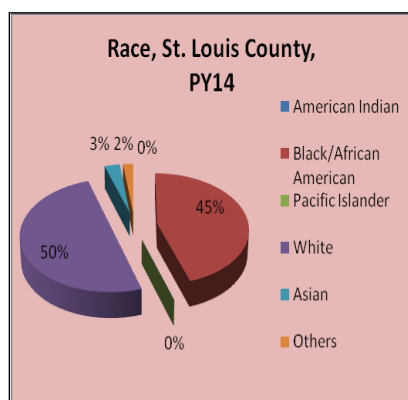
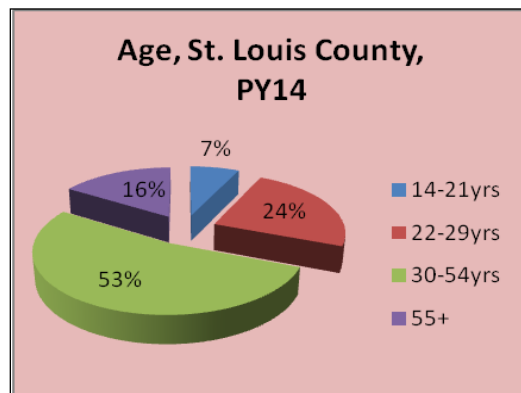
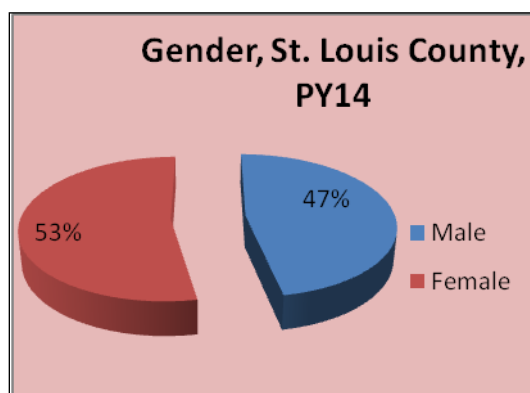
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic

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excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	17,376	9,769	3,519	100.00%	56.22%		20.25%	
Male	7,986	4,089	1,347	45.96%	51.20%	84.64%	16.87%	72.91%
Female	9,384	5,677	2,171	54.01%	60.50%	Best	23.14%	Best
All Age	17,376	9,769	3,519	100.00%	56.22%		20.25%	
14-21	1,463	947	388	8.42%	64.73%	Best	26.52%	Best
22-29	4,286	2,580	918	24.67%	60.20%	93.00%	21.42%	80.76%
30-54	9,300	5,237	1,864	53.52%	56.31%	86.99%	20.04%	75.57%
55+	2,326	1,004	348	13.39%	43.16%	66.68%	14.96%	56.41%
All Race	17,376	9,769	3,519	100.00%	56.22%		20.25%	
American Indian	48	21	10	0.28%	Insuf Data	N/A	Insuf Data	N/A
Asian	74	37	10	0.43%	Insuf Data	N/A	Insuf Data	N/A
Black	13,884	8,001	2,897	79.90%	57.63%	Best	20.87%	Best
Pacific Islander	23	13	5	0.13%	Insuf Data	N/A	Insuf Data	N/A
White	2,620	1,314	473	15.08%	50.15%	87.03%	18.05%	86.52%
Other	727	383	124	4.18%	52.68%	91.42%	17.06%	81.74%
All Hispanic	17,376	9,769	3,519	100.00%	56.22%		20.25%	
Hispanic	193	92	30	1.11%	Insuf Data	N/A	Insuf Data	N/A
n/a	20	13	9	0.12%	Insuf Data	N/A	Insuf Data	N/A
All Disability	17,376	9,769	3,519	100.00%	56.22%		20.25%	
Disabled	774	253	83	4.45%	32.69%	56.64%	10.72%	51.50%
Not Disabled	16,242	9,373	3,382	93.47%	57.71%	Best	20.82%	Best

80% Rule Analysis Output:

Missouri Division of Workforce Development is an [equal opportunity](#) employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

WIA/WIOA Adult PY14	Total Exited	Employed 1st qtr after exit	Employed 3rd qtr after exit (Retention)	% of Total Participants	Employed 1st qtr Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	17,376	9,769	3,519	100.00%	0.5622				0.2025			
Male	7,986	4,089	1,347	45.96%	0.5120	9.29%	0.7553%	12.31	0.1687	6.27%	0.6118%	10.24
Female	9,384	5,677	2,171	54.01%	0.6050	0.00%	0.7243%	0.00	0.2314	0.00%	0.5867%	0.00
All Age	17,376	9,769	3,519	100.00%	0.5622				0.2025			
14-21	1,463	947	388	8.42%	0.6473	0.00%	1.3954%	0.00	0.2652	0.00%	1.1303%	0.00
22-29	4,286	2,580	918	24.67%	0.6020	4.53%	0.9159%	4.95	0.2142	5.10%	0.7419%	6.88
30-54	9,300	5,237	1,864	53.52%	0.5631	8.42%	0.7275%	11.57	0.2004	6.48%	0.5893%	10.99
55+	2,326	1,004	348	13.39%	0.4316	21.57%	1.1501%	18.75	0.1496	11.56%	0.9317%	12.41
All Race	17,376	9,769	3,519	100.00%	0.5622				0.2025			
American Indian	48	21	10	0.28%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	74	37	10	0.43%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	13,884	8,001	2,897	79.90%	0.5763	0.00%	0.5954%	0.00	0.2087	0.00%	0.4823%	0.00
Pacific Islander	23	13	5	0.13%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	2,620	1,314	473	15.08%	0.5015	7.47%	1.0567%	7.07	0.1805	2.81%	0.8560%	3.29
Other	727	383	124	4.18%	0.5268	4.95%	1.8875%	2.62	0.1706	3.81%	1.5290%	2.49
All Hispanic	17,376	9,769	3,519	100.00%	0.5622				0.2025			
Hispanic	193	92	30	1.11%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	20	13	9	0.12%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	17,376	9,769	3,519	100.00%	0.5622				0.2025			
Disabled	774	253	83	4.45%	0.3269	25.02%	1.8252%	13.71	0.1072	10.10%	1.4785%	6.83
Not Disabled	16,242	9,373	3,382	93.47%	0.5771	0.00%	0.5505%	0.00	0.2082	0.00%	0.4460%	0.00

Two Standard Deviation Test Analysis Output:

WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in red depict adverse impact in the region's Wagner Peyser Program

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	19,618	11,049	3,957	100.00%	56.32%		20.17%	
Male	9,059	4,663	1,524	46.18%	51.47%	85.11%	16.82%	73.01%
Female	10,559	6,386	2,433	53.82%	60.48%	Best	23.04%	Best
All Age	19,618	11,049	3,957	100.00%	56.32%		20.17%	
14-21	1,746	1,118	471	8.90%	64.03%	Best	26.98%	Best
22-29	4,824	2,918	1,032	24.59%	60.49%	94.47%	21.39%	79.30%
30-54	10,428	5,896	2,064	53.16%	56.54%	88.30%	19.79%	73.37%
55+	2,620	1,117	390	13.36%	42.63%	66.58%	14.89%	55.18%
All Race	19,618	11,049	3,957	100.00%	56.32%		20.17%	
American Indian	52	24	11	0.27%	Insuf Data	N/A	Insuf Data	N/A
Asian	83	41	12	0.42%	Insuf Data	N/A	Insuf Data	N/A
Black	15,446	8,936	3,220	78.73%	57.85%	Best	20.85%	Best
Pacific Islander	29	14	4	0.15%	Insuf Data	N/A	Insuf Data	N/A
White	2,940	1,486	520	14.99%	50.54%	87.37%	17.69%	84.84%
All Hispanic	19,618	11,049	3,957	100.00%	56.32%		20.17%	
Hispanic	202	102	31	1.03%	Insuf Data	N/A	Insuf Data	N/A
n/a	18,976	10,675	3,838	96.73%	56.26%	Best	20.23%	Best
All Disability	19,618	11,049	3,957	100.00%	56.32%		20.17%	
Disabled	409	143	55	2.08%	34.96%	61.58%	13.45%	66.20%
Not Disabled	19,209	10,906	3,902	97.92%	56.78%	Best	20.31%	Best

80% Rule Analysis Output:

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WIA/WIOA DISLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Dislocated Worker Program.

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	8,554	4,931	1,986	100.00%	57.65%		23.22%	
Male	3,567	1,925	710	41.70%	53.97%	89.51%	19.90%	77.81%
Female	4,984	3,005	1,275	58.27%	60.29%	Best	25.58%	Best
All Age	8,554	4,931	1,986	100.00%	57.65%		23.22%	
14-21	332	244	111	3.88%	73.49%	Best	33.43%	Best
22-29	1,815	1,145	469	21.22%	63.09%	85.84%	25.84%	77.29%
30-54	4,908	2,866	1,157	57.38%	58.39%	79.45%	23.57%	70.51%
55+	1,498	675	248	17.51%	45.06%	61.31%	16.56%	49.52%
All Race	8,554	4,931	1,986	100.00%	57.65%		23.22%	
American Indian	17	8	3	0.20%	Insuf Data	N/A	Insuf Data	N/A
Asian	38	15	2	0.44%	Insuf Data	N/A	Insuf Data	N/A
Black	6,168	3,708	1,513	72.11%	60.12%	Best	24.53%	Best
Pacific Islander	10	5	2	0.12%	Insuf Data	N/A	Insuf Data	N/A
White	1,937	995	388	22.64%	51.37%	85.45%	20.03%	81.66%
Other	384	200	78	4.49%	52.08%	86.64%	20.31%	82.81%
All Hispanic	8,554	4,931	1,986	100.00%	57.65%		23.22%	
Hispanic	98	50	19	1.15%	Insuf Data	N/A	Insuf Data	N/A
n/a	18	12	9	0.21%	Insuf Data	N/A	Insuf Data	N/A
All Disability	8,554	4,931	1,986	100.00%	57.65%		23.22%	
Disabled	254	97	41	2.97%	38.19%	65.18%	16.14%	68.51%
Not Disabled	8,145	4,772	1,919	95.22%	58.59%	Best	23.56%	Best

80% Rule Analysis Output:

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	8,554	4,931	1,986	100.00%	0.5765				0.2322			
Male	3,567	1,925	710	41.70%	0.5397	6.33%	1.0837%	5.84	0.1990	5.68%	0.9260%	6.13
Female	4,984	3,005	1,275	58.27%	0.6029	0.00%	0.9898%	0.00	0.2558	0.00%	0.8458%	0.00
All Age	8,554	4,931	1,986	100.00%	0.5765				0.2322			
14-21	332	244	111	3.88%	0.7349	0.00%	2.8021%	0.00	0.3343	0.00%	2.3943%	0.00
22-29	1,815	1,145	469	21.22%	0.6309	10.41%	1.3574%	7.67	0.2584	7.59%	1.1599%	6.55
30-54	4,908	2,866	1,157	57.38%	0.5839	15.10%	0.9975%	15.14	0.2357	9.86%	0.8523%	11.57
55+	1,498	675	248	17.51%	0.4506	28.43%	1.4585%	19.49	0.1656	16.88%	1.2463%	13.54
All Race	8,554	4,931	1,986	100.00%	0.5765				0.2322			
American Indian	17	8	3	0.20%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	38	15	2	0.44%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	6,168	3,708	1,513	72.11%	0.6012	0.00%	0.8898%	0.00	0.2453	0.00%	0.7603%	0.00
Pacific Islander	10	5	2	0.12%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	1,937	995	388	22.64%	0.5137	8.75%	1.2870%	6.80	0.2003	4.50%	1.0997%	4.05
Other	384	200	78	4.49%	0.5208	8.03%	2.5989%	3.09	0.2031	4.22%	2.2207%	1.90
All Hispanic	8,554	4,931	1,986	100.00%	0.5765				0.2322			
Hispanic	98	50	19	1.15%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	18	12	9	0.21%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	8,554	4,931	1,986	100.00%	0.5765				0.2322			
Disabled	254	97	41	2.97%	0.3819	20.40%	3.1484%	6.48	0.1614	7.42%	2.6902%	2.76
Not Disabled	8,145	4,772	1,919	95.22%	0.5859	0.00%	0.7743%	0.00	0.2356	0.00%	0.6616%	0.00

Two Standard Deviation Test Analysis Output:

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WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Youth Services Program.

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	184	21	182	154	100.00%	11.41%		98.91%		83.70%	
Male	89	13	87	75	48.37%	14.61%	Best	97.75%	97.75%	84.27%	Best
Female	95	8	95	79	51.63%	8.42%	57.65%	100.00%	Best	83.16%	98.68%
All Age	184	21	182	154	100.00%	11.41%		98.91%		83.70%	
14-18	137	17	136	125	74.46%	12.41%	Best	99.27%	Best	91.24%	Best
19-21	47	4	46	29	25.54%	8.51%	68.59%	97.87%	98.59%	61.70%	67.63%
All Race	184	21	182	154	100.00%	11.41%		98.91%		83.70%	
American Indian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian	1		1	1	0.54%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	160	20	159	135	86.96%	12.50%	Best	99.38%	99.38%	84.38%	Best
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	19	1	19	16	10.33%	5.26%	42.11%	100.00%	Best	84.21%	99.81%
All Hispanic	184	21	182	154	100.00%	11.41%		98.91%		83.70%	
Hispanic	2		2	1	1.09%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
n/a	182	21	180	153	98.91%	11.54%	Best	98.90%	Best	84.07%	Best
All Disability	184	21	182	154	100.00%	11.41%		98.91%		83.70%	
Disabled	43	3	43	39	23.37%	6.98%	54.65%	100.00%	Best	90.70%	Best
Not Disabled	141	18	139	115	76.63%	12.77%	Best	98.58%	98.58%	81.56%	89.93%

80% Rule Analysis Output:

WIA/WIOA Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Rec'd Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Rec'd Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	184	21	182	154	100%	0.1141				0.9891			
Male	89	13	87	75	48%	0.1461	0.00%	4.6907%	0.00	0.9775	2.25%	1.5296%	1.47
Female	95	8	95	79	52%	0.0842	6.19%	4.6136%	1.34	1.0000	0.00%	1.5045%	0.00
All Age	184	21	182	154	100%	0.1141				0.9891			
14-18	137	17	136	125	74%	0.1241	0.00%	3.8418%	0.00	0.9927	0.00%	1.2528%	0.00
19-21	47	4	46	29	26%	0.0851	3.90%	5.3751%	0.73	0.9787	1.40%	1.7528%	0.80
All Race	184	21	182	154	100%	0.1141				0.9891			
American Indian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	1		1	1	1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	160	20	159	135	87%	0.1250	0.00%	3.5550%	0.00	0.9938	0.62%	1.1593%	0.54
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	19	1	19	16	10%	0.0526	7.24%	7.7157%	0.94	1.0000	0.00%	2.5161%	0.00
All Hispanic	184	21	182	154	100%	0.1141				0.9891			
Hispanic	2		2	1	1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
n/a	182	21	180	153	99%	0.1154	0.00%	3.3332%	0.00	0.9890	0.00%	1.0870%	0.00
All Disability	184	21	182	154	100%	0.1141				0.9891			
Disabled	43	3	43	39	23%	0.0698	5.79%	5.5392%	1.05	1.0000	0.00%	1.8063%	0.00
Not Disabled	141	18	139	115	77%	0.1277	0.00%	3.7870%	0.00	0.9858	1.42%	1.2349%	1.15

Two Standard Deviation Test Analysis Output:

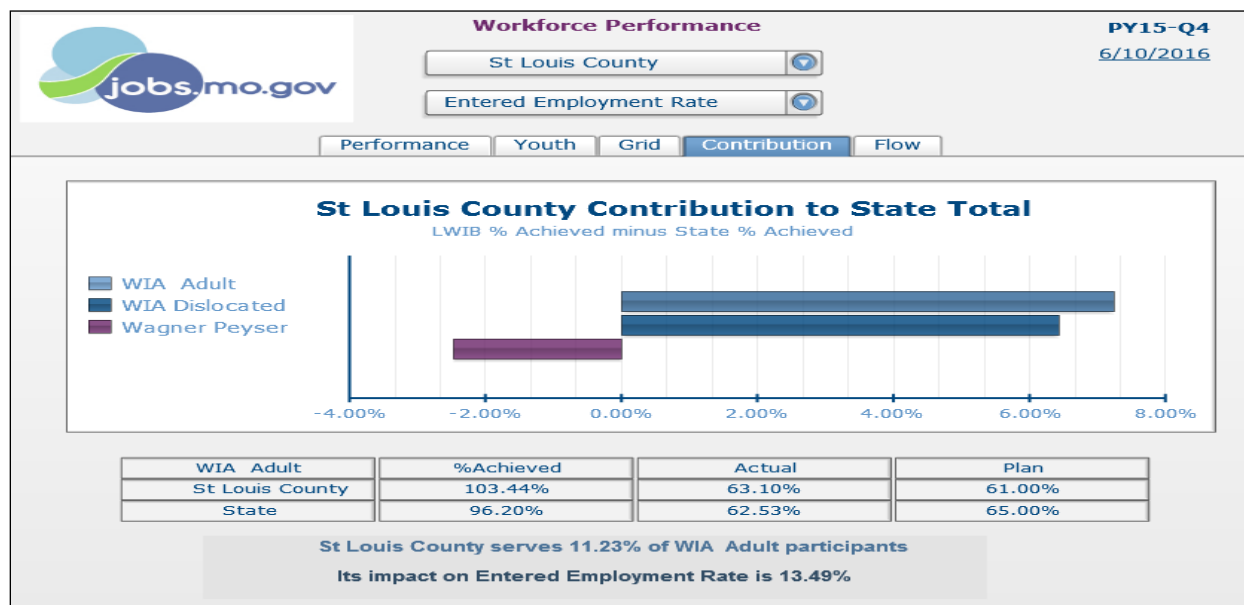
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ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “X” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
ALL GENDER	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
Male											X			
Female														
ALL AGE														
14 - 21														
22 - 29							X	X	X	X			X	
30 - 54	X	X					X	X	X	X			X	
55+	X	X	X	X			X	X	X					
ALL RACE										X				
American Indian														
Asian														
Black														
Pacific Islander														
White														
ALL HISPANIC														
Hispanic														
Non-Hispanic													X	
ALL DISABILITY														
Disability	X												X	
Non-Disability														

Snapshot showing St. Louis County Region Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
St Louis County	97.43%	65.28%	67.00%
State	99.90%	64.94%	65.00%

St Louis County serves 12.20% of Wagner Peyser participants
Its impact on Entered Employment Rate is 12.01%

WIA Dislocated	%Achieved	Actual	Plan
St Louis County	98.47%	66.96%	68.00%
State	92.03%	64.42%	70.00%

St Louis County serves 13.86% of WIA Dislocated participants
Its impact on Entered Employment Rate is 13.66%

Source: Information were captured from the MoPerforms database system

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REGION'S OUTREACH PLANS

As part of the region's outreach strategies that are being implemented as ways of addressing issues in the specific programs concern. Below outlined some major outreach plans captured from the region's report:

- Promoting more workshops to help under represented populations with soft skills, motivation, and options for overcoming barriers to employment.
- Hosting events for employers to discuss employing a diverse workforce and incentive for hiring individuals of diversity.
- Reaching out to at least one organization per month representing under represented population and engage in a dialogue about how we as a work source can better serve these communities.
- Reaching out to at least one organization per month representing under represented populations and engage in a dialogue about how we as a Work source system can better serve these communities.
- Collaborate with minority owned businesses to participate in the monthly Diversity Networking events in order to match job seeker with potential employers."
- Promoting the State of Missouri Division of Workforce Development Show-Me Heroes program to encourage businesses to hire veterans.
- Saint Louis County has developed a Local Disability Committee that meets monthly to discuss partnership with the various local Disability Health providers

WEST CENTRAL REGION

The West Central Region consists of 13 counties and the historic towns of Sedalia, Warrensburg, Clinton, Nevada and Marshall. Its three major lakes offer tranquility and recreation, while Whiteman Air Force Base, home of the B-2 Stealth bomber, offers international military protection and civilian jobs. The Workforce Development Board of Western Missouri, Inc. was originally established in 1983 as the Western Missouri Private Industry Council. It has a 22 member Board of Directors made up of individuals representing private business (at least 51%), education, vocational rehabilitation, labor, apprenticeship programs, economic development, Temporary Assistance for Needy Families, and community-based organizations with expertise in serving those with barriers to employment (ex. those with disabilities, veterans, youth, etc.).

The Board is currently involved in the development of regional career pathways for the sectors of advanced manufacturing, food/agriculture, and healthcare. The one subcontractor Preferred Family Healthcare (PFH), runs the Youth at Work program and provides our staffing for the Missouri Job Centers in the region. PFH's Workforce division has multiple staffing contracts to staff Missouri Job Centers. PFH works together as a partner in our mission.

PROGRAMS AND ACTIVITIES

The following programs and activities as being financially assisted in whole or in part under Title I of WIA/WIOA as defined in 29 CFR 37.4/38 are carried out in the region:

- *WIA Adult, Dislocated Worker and Youth Programs*
- *Labor Exchange – Wagner-Peyser and Veterans*
- *National Emergency Grants*
- *TANF – Youth Summer Jobs*
- *TANF - State Park Youth Corps (SPYC)*
- *Show Me Heroes On-the-Job Training*
- *DWD – Trade Act Assistance*

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- DWD/DED – U.I. Worker Profiling

EQUAL OPPORTUNITY DATA REPORTING STEPS

West Central complied to all the required reporting steps in analyzing their programs and activities to meet equal opportunity guidelines.

Step One: Map service delivery process and obtain program data

The region mapped out service delivery process and obtained program data from their various Full-Service One-Stop American Job Centers and followed the required data reporting format;

APPLICANTS EO DEMOGRAPHICS REPORTING FORMAT	
GENDER	Male
	Female
AGE	14 - 21
	22 - 29
	30 - 54
	55+
RACE	American Indian
	Asian
	Black
	Pacific Islander
	White
	Other
ETHNICITY	Hispanic
	Non - Hispanic
DISABILITY	Disability
	Non - Disability

Step Two: Obtain civilian labor force or population data for your service area

The region determined the method used in obtaining population or civilian labor force data by comparing eligible population in their service area to their applicants. It was noted in their report that American Fact Finder and Missouri Economic Research and Information Center website (MERIC) were the source of the information provided about population for specific geographical locations in their region. (Refer: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>)

Step 3: Review any anecdotal evidence you received during the period

The region provided steps in reviewing any anecdotal evidence they received during the program year under review. Here considerations are given to all allegations that may occur through direct conversations, rumor or word-of-mouth, blogs, news articles, internet postings, or tweets.

Step 4: Analyze the data using the 80% Rule or the Two Standard Deviation Test

The region analyzed their data using the two quantifiable methods (80% rule and 2.0 Standard deviation test). This was done with the overall participation rates, determined if significant differences (adverse impact) existed in a particular demographic.

Step 5: Investigate significant differences.

The region indicated that meetings were scheduled to discuss possible causes that might have led to any significant differences in part of a program they had issues with.

Step 6: Justify or take mitigating actions

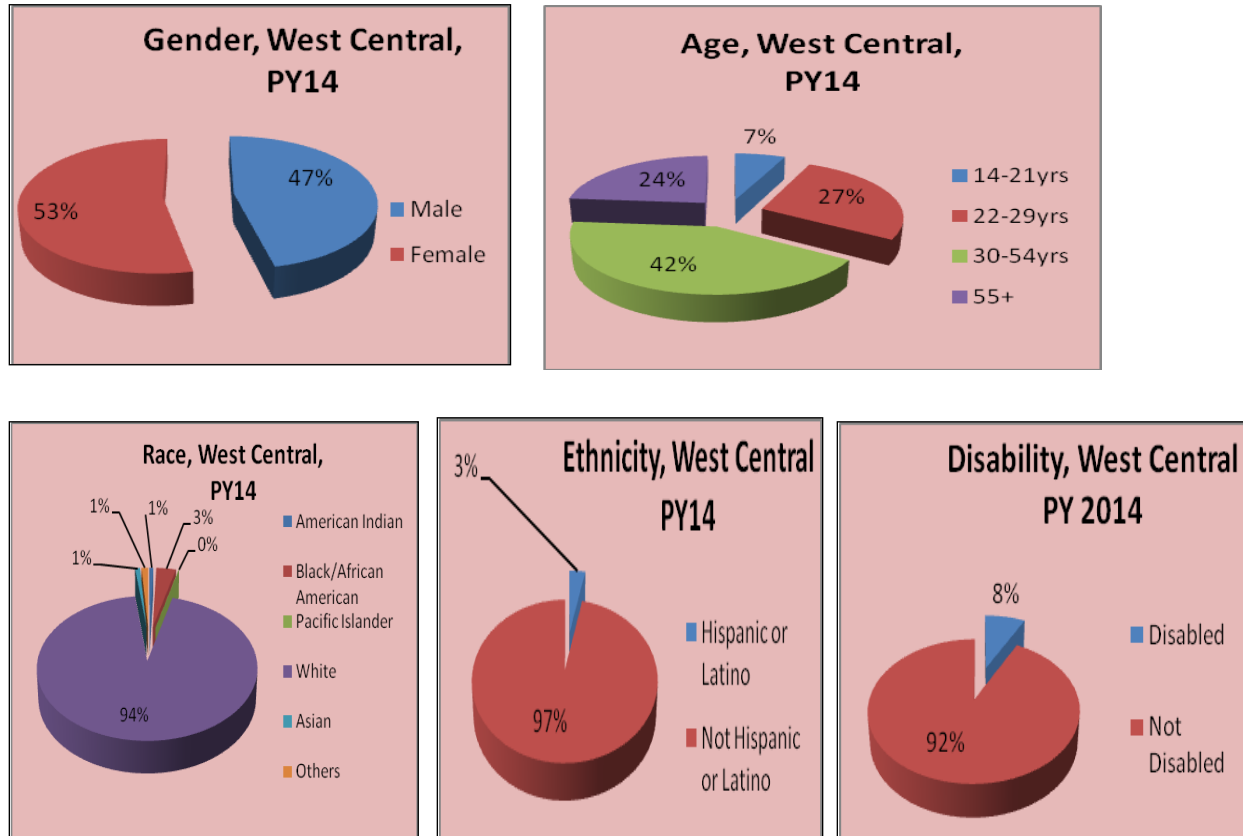
The region clearly outlined their strategies which served as their mitigation action framework. Region believes implementing action plans, serves as ways of addressing program areas which had issues.

Step 7: Follow - Up

As a way of Follow up plans, the region engaged in more outreach activities to any demographic group they experienced adverse impact. These are captured as part of the region's outreach plans and strategies.

CIVILIAN LABOR FORCE COMPARISON

Analysis below gives the region's civilian labor force covered under the program year 2014(PY14). This was done by considering each equal opportunity demographics. Carrying out this analysis will indicate whether service providers are adequately reaching demographic groups in the service area.



ADVERSE IMPACT ANALYSIS ON PROGRAMS AND ACTIVITIES

Statistical analyses performed here are done with application of the two required quantifiable methods (80% Rule and the 2.0 Standard Deviation) to determine any significance differences that had occurred in any of the program areas. Upon detecting any difference that have practical or statistical significance, the region is tasked to conduct a follow-up investigation to determine whether the differences are due to intentional discriminatory conduct which led to disparate impact on a protected group, or some other factors.

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The data for state programs and activities were pulled from the moperform data base system and then captured in the electronic excel spreadsheet to run various reports. The designed electronic excel spreadsheet utilizes both the 80% Rule and the Two Standard Deviation Test to calculate differences in participatory rate in determining adverse impact.

WIA/WIOA ADULT PROGRAM

Below report shows the utilization of 80% rule analysis of participatory rate in the WIA/WIOA program in Central region. The highlighted in red depict the areas in the demographic group which did not meet the 4/5th rule requirement. Demographic group for which data is analyzed are Gender, Age, Race, Ethnicity and Disability. “Insuf Data” means the raw data was too small to give meaningful analyses output.

WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	6,211	3,501	1,153	100.00%	56.37%		18.56%	
Male	3,572	1,971	629	57.51%	55.18%	95.09%	17.61%	88.55%
Female	2,635	1,529	524	42.42%	58.03%	Best	19.89%	Best
All Age	6,211	3,501	1,153	100.00%	56.37%		18.56%	
14-21	700	422	141	11.27%	60.29%	Best	20.14%	Best
22-29	1,553	923	299	25.00%	59.43%	98.59%	19.25%	95.58%
30-54	3,243	1,836	618	52.21%	56.61%	93.91%	19.06%	94.61%
55+	715	320	95	11.51%	44.76%	74.24%	13.29%	65.96%
All Race	6,211	3,501	1,153	100.00%	56.37%		18.56%	
American Indian	64	27	5	1.03%	Insuf Data	N/A	Insuf Data	N/A
Asian	28	13	4	0.45%	Insuf Data	N/A	Insuf Data	N/A
Black	325	182	59	5.23%	56.00%	98.56%	18.15%	94.94%
Pacific Islander	37	18	5	0.60%	Insuf Data	N/A	Insuf Data	N/A
White	5,370	3,051	1,006	86.46%	56.82%	Best	18.73%	97.97%
Other	387	210	74	6.23%	54.26%	95.51%	19.12%	Best
All Hispanic	6,211	3,501	1,153	100.00%	56.37%		18.56%	
Hispanic	239	140	41	3.85%	58.58%	Best	17.15%	Best
n/a	13	8	2	0.21%	Insuf Data	N/A	Insuf Data	N/A
All Disability	6,211	3,501	1,153	100.00%	56.37%		18.56%	
Disabled	345	114	37	5.55%	33.04%	57.08%	10.72%	55.81%
Not Disabled	5,740	3,323	1,103	92.42%	57.89%	Best	19.22%	Best

80% Rule Analysis Output:

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WIA/WIOA Adult PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviation	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviation
All Gender	6,211	3,501	1,153	100.00%	0.5637				0.1856			
Male	3,572	1,971	629	57.51%	0.5518	2.85%	1.1735%	2.43	0.1761	2.28%	0.9200%	2.47
Female	2,635	1,529	524	42.42%	0.5803	0.00%	1.2735%	0.00	0.1989	0.00%	0.9985%	0.00
All Age	6,211	3,501	1,153	100.00%	0.5637				0.1856			
14-21	700	422	141	11.27%	0.6029	0.00%	2.0669%	0.00	0.2014	0.00%	1.6204%	0.00
22-29	1,553	923	299	25.00%	0.5943	0.85%	1.5304%	0.56	0.1925	0.89%	1.1998%	0.74
30-54	3,243	1,836	618	52.21%	0.5661	3.67%	1.2316%	2.98	0.1906	1.09%	0.9656%	1.13
55+	715	320	95	11.51%	0.4476	15.53%	2.0489%	7.58	0.1329	6.86%	1.6064%	4.27
All Race	6,211	3,501	1,153	100.00%	0.5637				0.1856			
American Indian	64	27	5	1.03%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	28	13	4	0.45%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	325	182	59	5.23%	0.5600	0.82%	2.8329%	0.29	0.1815	0.97%	2.2211%	0.44
Pacific Islander	37	18	5	0.60%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,370	3,051	1,006	86.46%	0.5682	0.00%	0.9571%	0.00	0.1873	0.39%	0.7504%	0.52
Other	387	210	74	6.23%	0.5426	2.55%	2.6102%	0.98	0.1912	0.00%	2.0464%	0.00
All Hispanic	6,211	3,501	1,153	100.00%	0.5637				0.1856			
Hispanic	239	140	41	3.85%	0.5858	0.00%	4.5366%	0.00	0.1715	0.00%	3.5568%	0.00
n/a	13	8	2	0.21%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	6,211	3,501	1,153	100.00%	0.5637				0.1856			
Disabled	345	114	37	5.55%	0.3304	24.85%	2.7491%	9.04	0.1072	8.49%	2.1553%	3.94
Not Disabled	5,740	3,323	1,103	92.42%	0.5789	0.00%	0.9257%	0.00	0.1922	0.00%	0.7258%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA YOUTH SERVICES

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Youth Services Program.

WIA/WIOA Youth Services PY14	Total Exited	Received Work Experience	Received Educational achievement services	Received Summer Employment Opportunities	% of Total Participants	Received Work Experience Rate	Adverse Impact	Received Educational achievement services	Adverse Impact	Received Summer Employment Opportunities	Adverse Impact
All Gender	99	88	76	5	100.00%	88.89%		76.77%		5.05%	
Male	53	45	39	4	53.54%	84.91%	90.83%	73.58%	91.48%	7.55%	Best
Female	46	43	37	1	46.46%	93.48%	Best	80.43%	Best	2.17%	28.80%
All Age	99	88	76	5	100.00%	88.89%		76.77%		5.05%	
14-18	72	62	56	4	72.73%	86.11%	89.42%	77.78%	Best	5.56%	Best
19-21	27	26	20	1	27.27%	96.30%	Best	74.07%	95.24%	3.70%	66.67%
All Race	99	88	76	5	100.00%	88.89%		76.77%		5.05%	
American Indian	1	1	1		1.01%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Asian					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
Black	7	7	7		7.07%	100.00%	Best	100.00%	Best	0.00%	0.00%
Pacific Islander					0.00%	Insuf Data	N/A	Insuf Data	N/A	Insuf Data	N/A
White	87	77	66	5	87.88%	88.51%	88.51%	75.86%	75.86%	5.75%	Best
All Hispanic	99	88	76	5	100.00%	88.89%		76.77%		5.05%	
Hispanic	2	2	2		2.02%	100.00%	Best	100.00%	Best	0.00%	0.00%
n/a	96	85	73	5	96.97%	88.54%	88.54%	76.04%	76.04%	5.21%	Best
All Disability	99	88	76	5	100.00%	88.89%		76.77%		5.05%	
Disabled	3	2	3		3.03%	66.67%	74.42%	100.00%	Best	0.00%	0.00%
Not Disabled	96	86	73	5	96.97%	89.58%	Best	76.04%	76.04%	5.21%	Best

80% Rule analysis output

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

Youth Services PY14	Total Exited	Received Employment Services	Received Educational Achievement Services	Received Summer Employment Opportunities	% of Total Participants	Received Employment Services Rate	Difference in Rates of Employment Services	Standard Deviation	Number of Standard Deviations	Received Educational Achievement Services Rate	Difference in Education Achievement Rates	Standard Deviation	Number of Standard Deviations
All Gender	99	88	76	5	100%	0.8889				0.7677			
Male	53	45	39	4	54%	0.8491	8.57%	6.1049%	1.40	0.7358	6.85%	8.2038%	0.83
Female	46	43	37	1	46%	0.9348	0.00%	6.3329%	0.00	0.8043	0.00%	8.5101%	0.00
All Age	99	88	76	5	100%	0.8889				0.7677			
14-18	72	62	56	4	73%	0.8611	10.19%	5.2378%	1.94	0.7778	0.00%	7.0386%	0.00
19-21	27	26	20	1	27%	0.9630	0.00%	7.0921%	0.00	0.7407	3.70%	9.5303%	0.39
All Race	99	88	76	5	100%	0.8889				0.7677			
American Indian	1	1	1		1%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	7	7	7		7%	1.0000	0.00%	12.3469%	0.00	1.0000	0.00%	16.5917%	0.00
Pacific Islander					0%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	87	77	66	5	88%	0.8851	11.49%	4.7649%	2.41	0.7586	24.14%	6.4031%	3.77
All Hispanic	99	88	76	5	100%	0.8889				0.7677			
Hispanic	2	2	2		2%	1.0000	0.00%	22.4525%	0.00	1.0000	0.00%	30.1716%	0.00
n/a	96	85	73	5	97%	0.8854	11.46%	4.5361%	2.53	0.7604	23.96%	6.0956%	3.93
All Disability	99	88	76	5	100%	0.8889				0.7677			
Disabled	3	2	3		3%	0.6667	22.92%	18.4257%	1.24	1.0000	0.00%	24.7604%	0.00
Not Disabled	96	86	73	5	97%	0.8958	0.00%	4.5361%	0.00	0.7604	23.96%	6.0956%	3.93

Two Standard Deviation Test Analysis Output:

WAGNER PEYSER PROGRAM

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Wagner Peyser Program.

Wagner - Peyser Program (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	7,044	3,962	1,302	100.00%	56.25%		18.48%	
Male	4,024	2,206	700	57.13%	54.82%	94.28%	17.40%	87.27%
Female	3,020	1,756	602	42.87%	58.15%	Best	19.93%	Best
All Age	7,044	3,962	1,302	100.00%	56.25%		18.48%	
14-21	880	511	174	12.49%	58.07%	96.67%	19.77%	Best
22-29	1,773	1,065	343	25.17%	60.07%	Best	19.35%	97.84%
30-54	3,587	2,026	677	50.92%	56.48%	94.03%	18.87%	95.45%
55+	804	360	108	11.41%	44.78%	74.54%	13.43%	67.94%
All Race	7,044	3,962	1,302	100.00%	56.25%		18.48%	
American Indian	63	29	7	0.89%	Insuf Data	N/A	Insuf Data	N/A
Asian	28	13	5	0.40%	Insuf Data	N/A	Insuf Data	N/A
Black	375	209	71	5.32%	55.73%	98.62%	18.93%	Best
Pacific Islander	44	21	9	0.62%	Insuf Data	N/A	Insuf Data	N/A
White	5,967	3,372	1,094	84.71%	56.51%	Best	18.33%	96.84%
All Hispanic	7,044	3,962	1,302	100.00%	56.25%		18.48%	
Hispanic	277	165	51	3.93%	59.57%	Best	18.41%	99.93%
n/a	6,502	3,649	1,198	92.31%	56.12%	94.22%	18.43%	Best
All Disability	7,044	3,962	1,302	100.00%	56.25%		18.48%	
Disabled	161	59	16	2.29%	36.65%	64.63%	9.94%	53.19%
Not Disabled	6,883	3,903	1,286	97.71%	56.70%	Best	18.68%	Best

80% Rule Analysis Output:

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Wagner-Peyser (PY14)	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations
All Gender	7,044	3,962	1,302	100.00%	0.5625				0.1848			
Male	4,024	2,206	700	57.13%	0.5482	3.32%	1.1060%	3.01	0.1740	2.54%	0.8654%	2.93
Female	3,020	1,756	602	42.87%	0.5815	0.00%	1.1943%	0.00	0.1993	0.00%	0.9345%	0.00
All Age	7,044	3,962	1,302	100.00%	0.5625				0.1848			
14-21	880	511	174	12.49%	0.5807	2.00%	1.8662%	1.07	0.1977	0.00%	1.4602%	0.00
22-29	1,773	1,065	343	25.17%	0.6007	0.00%	1.4402%	0.00	0.1935	0.43%	1.1269%	0.38
30-54	3,587	2,026	677	50.92%	0.5648	3.59%	1.1714%	3.06	0.1887	0.90%	0.9166%	0.98
55+	804	360	108	11.41%	0.4478	15.29%	1.9357%	7.90	0.1343	6.34%	1.5146%	4.19
All Race	7,044	3,962	1,302	100.00%	0.5625				0.1848			
American Indian	63	29	7	0.89%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	28	13	5	0.40%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	375	209	71	5.32%	0.5573	0.78%	2.6410%	0.29	0.1893	0.00%	2.0665%	0.00
Pacific Islander	44	21	9	0.62%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	5,967	3,372	1,094	84.71%	0.5651	0.00%	0.9082%	0.00	0.1833	0.60%	0.7106%	0.84
All Hispanic	7,044	3,962	1,302	100.00%	0.5625				0.1848			
Hispanic	277	165	51	3.93%	0.5957	0.00%	3.0435%	0.00	0.1841	0.01%	2.3814%	0.01
n/a	6,502	3,649	1,198	92.31%	0.5612	3.45%	0.8701%	3.96	0.1843	0.00%	0.6808%	0.00
All Disability	7,044	3,962	1,302	100.00%	0.5625				0.1848			
Disabled	161	59	16	2.29%	0.3665	20.06%	3.9551%	5.07	0.0994	8.75%	3.0948%	2.83
Not Disabled	6,883	3,903	1,286	97.71%	0.5670	0.00%	0.8456%	0.00	0.1868	0.00%	0.6617%	0.00

Two Standard Deviation Test Analysis Output:

WIA/WIOA DISLOCATED WORKER

Utilizing the two quantifiable methods (80% rule and 2.0 standard deviation test) in the data analysis, all the demographic categories in “red” depict adverse impact in the region’s Wagner Peyser Program

WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participants	Employed 1st quarter Rate	Adverse Impact	Retention Rate	Adverse Impact
All Gender	2,057	1,117	383	100.00%	54.30%		18.62%	
Male	1,064	556	181	51.73%	52.26%	92.50%	17.01%	83.62%
Female	993	561	202	48.27%	56.50%	Best	20.34%	Best
All Age	2,057	1,117	383	100.00%	54.30%		18.62%	
14-21	73	47	16	3.55%	64.38%	Best	21.92%	Best
22-29	394	230	82	19.15%	58.38%	90.67%	20.81%	94.96%
30-54	1,221	679	240	59.36%	55.61%	86.37%	19.66%	89.68%
55+	369	161	45	17.94%	43.63%	67.77%	12.20%	55.64%
All Race	2,057	1,117	383	100.00%	54.30%		18.62%	
American Indian	15	9	2	0.73%	Insuf Data	N/A	Insuf Data	N/A
Asian	8	2	0	0.39%	Insuf Data	N/A	Insuf Data	N/A
Black	73	32	11	3.55%	43.84%	79.94%	15.07%	79.22%
Pacific Islander	4	3	1	0.19%	Insuf Data	N/A	Insuf Data	N/A
White	1,840	1,009	350	89.45%	54.84%	Best	19.02%	Best
Other	117	62	19	5.69%	52.99%	96.63%	16.24%	85.37%
All Hispanic	2,057	1,117	383	100.00%	54.30%		18.62%	
Hispanic	46	25	7	2.24%	54.35%	Best	15.22%	Best
n/a	11	6	2	0.53%	Insuf Data	N/A	Insuf Data	N/A
All Disability	2,057	1,117	383	100.00%	54.30%		18.62%	
Disabled	89	34	10	4.33%	38.20%	69.29%	11.24%	58.71%
Not Disabled	1,928	1,063	369	93.73%	55.13%	Best	19.14%	Best

80% Rule Analysis Output

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WIA/WIOA DW PY14	Total Exited	Employed 1st quarter after exit	Employed 3rd quarter after exit (Retention)	% of Total Participant s	Employed 1st quarter Rate	Difference in Rates	Standard Deviation	Number of Standard Deviations	Retention Rate	Difference in Rates	Standard Deviation	Number of Standard Deviation
All Gender	2,057	1,117	383	100.00%	0.5430				0.1862			
Male	1,064	556	181	51.73%	0.5226	4.24%	2.1597%	1.96	0.1701	3.33%	1.6877%	1.97
Female	993	561	202	48.27%	0.5650	0.00%	2.1980%	0.00	0.2034	0.00%	1.7176%	0.00
All Age	2,057	1,117	383	100.00%	0.5430				0.1862			
14-21	73	47	16	3.55%	0.6438	0.00%	6.0021%	0.00	0.2192	0.00%	4.6902%	0.00
22-29	394	230	82	19.15%	0.5838	6.01%	2.8863%	2.08	0.2081	1.11%	2.2554%	0.49
30-54	1,221	679	240	59.36%	0.5561	8.77%	2.0161%	4.35	0.1966	2.26%	1.5754%	1.44
55+	369	161	45	17.94%	0.4363	20.75%	2.9593%	7.01	0.1220	9.72%	2.3124%	4.20
All Race	2,057	1,117	383	100.00%	0.5430				0.1862			
American Indian	15	9	2	0.73%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Asian	8	2		0.39%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
Black	73	32	11	3.55%	0.4384	11.00%	5.9449%	1.85	0.1507	3.95%	4.6455%	0.85
Pacific Islander	4	3	1	0.19%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
White	1,840	1,009	350	89.45%	0.5484	0.00%	1.6423%	0.00	0.1902	0.00%	1.2834%	0.00
Other	117	62	19	5.69%	0.5299	1.85%	4.7495%	0.39	0.1624	2.78%	3.7114%	0.75
All Hispanic	2,057	1,117	383	100.00%	0.5430				0.1862			
Hispanic	46	25	7	2.24%	0.5435	0.00%	10.3871%	0.00	0.1522	0.00%	8.1167%	0.00
n/a	11	6	2	0.53%	Insuf Data	N/A	N/A	N/A	Insuf Data	N/A	N/A	N/A
All Disability	2,057	1,117	383	100.00%	0.5430				0.1862			
Disabled	89	34	10	4.33%	0.3820	16.93%	5.4008%	3.14	0.1124	7.90%	4.2203%	1.87
Not Disabled	1,928	1,063	369	93.73%	0.5513	0.00%	1.6044%	0.00	0.1914	0.00%	1.2537%	0.00

Two Standard Deviation Test Analysis Output:

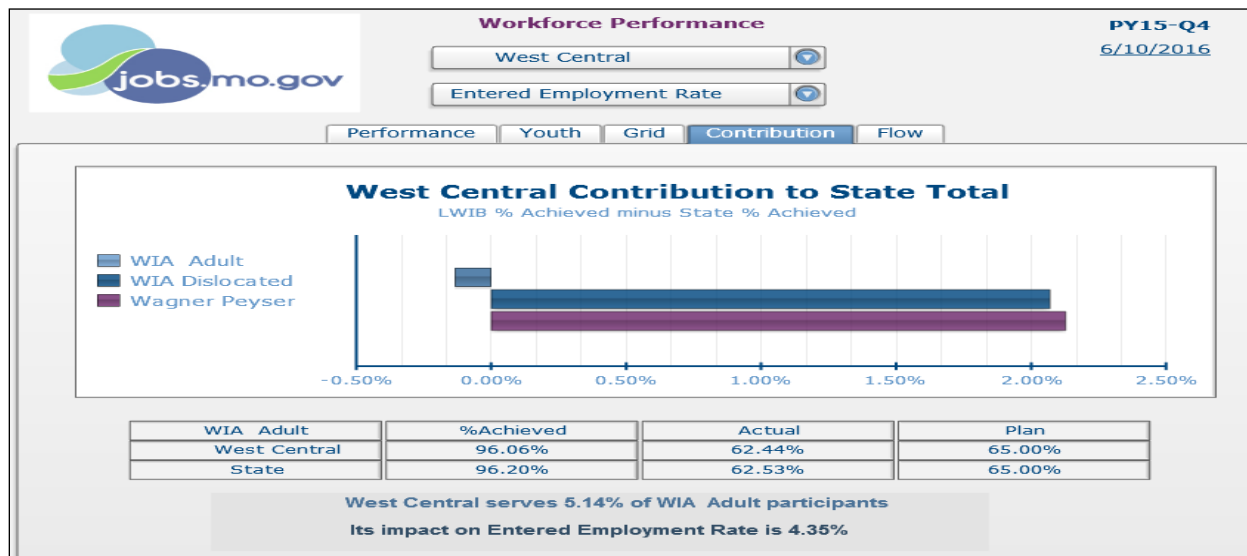
Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

ADVERSE IMPACT SUMMARY FOR OTHER PROGRAMS

The snapshot chart below with the fields marked “**X**” depict areas of concern that the region needs to look into. The participatory rates for those demographic groups were low and failed to meet the 4/5th Rule and the two standard deviations test analyses.

PROGRAMS →	VETERANS PROGRAM				SERVICE LEVEL						UI WORKER PROFILING			
DEMOGRAPHICS	EMPLOYMENT RATE		RETENTION RATE		STAFF ASSISTED		INTENSIVE		TRAINING		EMPLOYMENT RATE		RETENTION RATE	
ALL GENDER	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV	80% RULE	2.0 STD.DEV
Male														
Female														
ALL AGE														
14 - 21														
22 - 29	X													
30 - 54														
55+	X													
ALL RACE														
American Indian														
Asian														
Black														
Pacific Islander														
White														
ALL HISPANIC														
Hispanic														
Non-Hispanic														
ALL DISABILITY														
Disability														
Non-Disability														

Snapshot showing West Central Region Workforce Performance to State Total in Entered Employment Rate:



Wagner Peyser	%Achieved	Actual	Plan
West Central	102.03%	66.32%	65.00%
State	99.90%	64.94%	65.00%

West Central serves 5.15% of Wagner Peyser participants
Its impact on Entered Employment Rate is 5.05%

WIA Dislocated	%Achieved	Actual	Plan
West Central	94.10%	63.99%	68.00%
State	92.03%	64.42%	70.00%

West Central serves 3.59% of WIA Dislocated participants
Its impact on Entered Employment Rate is 3.04%

Source: Information were captured from the MoPerforms database system

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REGION'S OUTREACH PLANS

1. To reach out and better serve individuals with disabilities in our region. Steps the region has developed to achieve that:

- Modify WDB Website for compatibility with software for Blind/Low-vision customers.
- Form an Integrated Resource Team. This team would work together to evaluate and develop strategies to best serve individuals with multiple forms of disabilities in our region.
- Continued development of the regional Nexus team. Organizations represented on this team are Center for Human Services, Vocational Rehabilitation, WDB and contractors, Community Action Agencies with employment programs, KCRI, and DSS. This group is working as a network to share openings for job training opportunities between agencies.
- Cultivate and maintain relationships with a broad range of community organizations in order to reach out to previously unreached groups.

2. To Reach Limited English Proficient individuals (LEP) in the region. Steps the region has developed to achieve that:

- In accordance with the Workforce Development Board's LEP Plan, Vital Documents will be translated into other spoken languages in the region
- Begin outreach from the Sedalia Job Center office to Spanish speakers. Utilize Sedalia contract staff member is who bilingual Spanish/English. Outreach flyers will be created in both English and Spanish. Spanish flyers will be posted in ethnic groceries, medical clinics, Laundromats, and social service agencies.
- Continued evaluation of LEP plan and Outreach Plan.

3. **To better serve individuals who are aged 55 and over.** Steps the region has developed to achieve that:
 - Visit community groups and Senior Centers to present information on services available.
 - Continue partnership with programs such as Experience Works.
 - Collaborate with organizations that serve older adults, i.e.: Senior Centers, Care Connections, and Experience Works to better serve older adults.
4. **To better serve youth and young adults.** Steps the region has developed to achieve that:
 - Continue to provide State Parks Youth Corps (SPYC), Summer Employment, and Scholars Programs.
 - Continue the Regional Youth Task Force to address this need area.
 - Develop soft skills program and provide “Worker Boot Camp” to young people.
 - Expand outreach for West-Central Youth @Work programs.
 - Expand outreach from Job Centers for young adults 18 – 24.
 - Collaborate with appropriate school districts about programs and services available.

PROGRAM DATA ANALYSIS SUMMARY

Programs and activities data showed in this report were collected and analyzed based on positive exits and measure rates for employment first quarter after exit and employment retention(third quarter) among participants. The equal opportunity data analyses depicted that the above demographic categories in red from both the 80% Rule and the two standard deviations analyses output showed the most adverse impact. The concept applied on all the programs analyses regarding the method suggest the fact that “a selection rate for any race, sex, or ethnic group which is less than four-fifths (or 80%) of the rate for the group with the highest rate generally regarded by the Federal enforcement agencies as evidence of adverse impact and possible discrimination...” Since the 80% test does not involve probability distributions to determine whether the disparity is a “beyond chance” occurrence, it is usually not regarded as a definitive test for adverse impact.

In view of that, two standard deviations test have been applied to serve that purpose by provide output to be used to determine statistically significance. If the participatory rate results are 80% or higher using the 80% rule, or, less than minus two standard deviations using the two standard deviation test, you do not need to go further with quantitative analysis for that particular Equal Opportunity demographic group. Otherwise, regions are made to conduct investigations to determine whether the differences are due to intentional discriminatory conduct or conduct that has a disparate impact on a protected group, or some other factors. Regions Program data numbers were pulled from the Division of Workforce Development MoPerforms database system.

RECOMMENDATIONS/CORRECTIVE ACTION

Per guidelines and steps applied in the process of reviewing all the local regions report, the following recommendations are made to for actions to be taken:

- 1) Local regions need to assess each outreach strategy/plan to evaluate how it has helped address a specific issue encountered in any part of the program service delivery.
- 2) Local regions need to develop strategic monitoring schedules that the region will follow to measure performance of programs and activities within program years.
- 3) Formative Assessment Outcomes of performance need to be shared among programs and activities stakeholders, like program managers, partner agencies coordinators, functional leaders' etc. to enhance effective communication and flow of information.